ARL ANNUAL SALARY SURVEY 1986

ARL

Annual Salary Survey 1986

Compiled by
Gordon Fretwell

for the
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INTRODUCTION

The 1986 Association of Research Libraries' Annual Salary Survey follows the general format and organization of previous years. Salaries for staff from the Canada Institute of Scientific and Technical Information and the Newberry Library are not included. The University of Chicago is not represented in most tables, but some data were reported that permit inclusion in Tables 4 through 9. New York Public Library salaries are not included in the distribution represented in Table 1 as they were not reported in a form which permitted conversion to the format of that table. This year's Survey includes the salaries of all directors except two university library directors and two directors of non-university libraries.

Salaries in Canadian member libraries continue to be expressed in U.S. dollars, converted at the rate of $1.3817 Canadian per U.S. dollar*.

Separate tables for law and medical libraries are located after the series of tables for the "main" university libraries, and law and medical salaries are excluded from Tables 4 through 9 and Tables 11 through 21. Please note that some smaller libraries now included with the general library of an institution are not under the administrative control of the library director. The 33 tables in the Survey are arranged in five broad categories: information on all filled positions reported by 115 university and non-university libraries in this year's survey (Table 1); information on ten non-university libraries (Tables 2 and 3); information on 106 university general libraries in the Association (Tables 4 through 21); information on university medical libraries (Tables 22 through 27); and information on university law libraries (Tables 28 through 33). Table 10 also includes law and medical professionals.

More minority professional positions are reported this year: 699 this year versus 646 last year. Of this year's total, 604 were reported in the general libraries and 95 were reported in law and medical libraries. The identification of minority professionals is limited to U.S. university members because Canadian institutions are not permitted to collect that information. Thus the 699 professionals identified as being members of federally defined minority groups represent 10.1% of all positions reported from the U.S. university segment of the membership. 31.2% of minority U.S. ARL university librarians are men, while men represent 35.6% of all U.S. ARL university librarians.

Minority professionals in U.S. ARL libraries are not distributed proportionately across the country. The South Atlantic and Pacific regions both have disproportionately high shares of the total number, while the Mountain, East

* This is the average monthly noon exchange rate published in the Bank of Canada Review for the period July 1985 through June 1986.

and West South Central and West North Central regions have significantly fewer than one would expect. The distribution of minority professionals reported by the membership is as follows:

	New Engl	Middle Atl	E North Central	W North Central	South Atl	East S Central	West S Central	Mt	Pac	TOTAL	%
Black	18	29	34	15	98	6	6	2	24	232	33.2
Hispanic	5	19	13	2	18	-	14	13	17	101	14.4
Asian	35	60	46	19	51	3	14	17	111	356	50.9
AI/NA*	-	2	2	-	1	1	1	1	2	10	1.4
TOTALS	58	110	95	36	168	10	35	33	154	699	
Percent	8.3	15.7	13.6	5.2	24.0	1.4	5.0	4.7	22.0		

Minority professionals earned 1.03% less, on average, than all ARL professionals as a whole. The difference was $320 per year. Any final comparison of average salaries for these two groups, however, must take into account the difference in average years of professional experience. Tables 15 and 16 provide some context for comparison of average salaries in Tables 13 and 14.

In 1986, the average salaries paid to librarians in public ARL U.S. university libraries were 0.7% higher than those paid their counterparts in privately supported institutions, a reversal of almost equal magnitude from last year. Table 19 gives additional details. The size of a library has a direct bearing on individual salaries. Average salaries in the smaller libraries (less than 50 professionals) average about 17% less than salaries in the largest libraries (more than 124 professionals). Table 20 provides information on the continuing geographical influence on salaries. In the U.S., the highest average salaries are paid in the Pacific and Middle Atlantic regions, and the lowest average salaries paid in the East and West South Central regions.

Average salaries of men were 13.2% higher than the average salaries of women, but Table 15 sould be consulted to see how relative experience levels might have contributed to that difference.

Table 10 provides an overview of the increases in median and beginning professional salaries during the last decade and, more importantly, places those changes in the context of the increasing Comsumer Price Index. As a result, one may infer some general sense of the ARL member librarians struggle with fluctuating levels of purchasing power.

Rank structure is also a factor in library salaries. While a variety of structures are represented within the university membership, the most commonly found involve either three, four, or five steps or levels. The rank nomenclature varies from numerical (e.g., Librarian 1,2,3, etc.) to academic (e.g., Assistant

* American Indian/Native Alaskan

Librarian, Associate Librarian, etc.). The following table indicates briefly the variation in salary and experience levels among the most commonly used structures.

Average salaries and average years of experience of library professionals in libraries with three, four and five step rank structures

	Three step		Four step		Five step	
	Salary	Experience	Salary	Experience	Salary	Experience
Librarian 1	$22,887	5.6 yrs	$21,034	4.1 yrs	$26,458	13.4 yrs
Librarian 2	32,185	13.9 yrs	26,516	11.5 yrs	25,734	9.6 yrs
Librarian 3	39,345	20.2 yrs	31,788	16.9 yrs	29,493	13.6 yrs
Librarian 4			40,454	21.3 yrs	36,750	17.1 yrs
Librarian 5					45,430	21.8 yrs
Overall avg.	33,474	15.0	29,641	13.8	32,166	14.8
No. of staff	940		3,607		670	

A final cautionary note is repeated from past years. Users of the Survey are advised against making staffing or salary inferences from the data presented here without careful analysis of the libraries being compared and the information that is available. A highly standarized method of data collection has been employed that may imply organizational patterns that are not valid in specific instances. Please consult the footnotes and refer to the survey instrument at the back for further information about variant reporting, definitions, assumptions, etc. Finally, this Survey concerns itself only with salaries, and other tangible and intangible forms of compensation may have a significant impact on specific salaries.

Gordon Fretwell
University of Massachusetts
February, 1987

TABLE 1: PERSONNEL DISTRIBUTION BY SALARY LEVEL

Figures in columns headed by fiscal year show number of professional staff in each salary range. Figures in columns headed by % show the percent of positions with salaries equal to or above the beginning of each salary range (e.g., in fiscal 1987 44% of the librarians in ARL university libraries earned $30,000 or more).

SALARY RANGE	UNIVERSITY LIBRARIANS*				NON-UNIVERSITY LIBRARIANS			
	1986	%	1987	%	1986	%	1987**	%
$100,000 or more	2		6					
95,000---99,999	1		2					
90,000---94,999	4		4					
85,000---89,999	5		11				1	
80,000---84,999	9		16					
75,000---79,999	15		27	1	1		1	
70,000---74,999	24	1	26		7		2	
65,000---69,999	32		47	2	120	3	28	1
60,000---64,999	45	2	57		56	5	53	3
55,000---59,999	68	3	78	3	189	10	98	7
50,000---54,999	95	4	112	5	130	13	93	11
48,000---49,999	44	5	159	7	155	17	51	13
46,000---47,999	65		92	8	93	19	45	15
44,000---45,999	162	8	172	10	78	21	52	17
42,000---43,999	102	9	252	13	168	26	62	19
40,000---41,999	216	12	204	15	100	28	134	24
38,000---39,999	284	16	277	19	248	35	104	29
36,000---37,999	307	20	359	23	254	41	224	38
34,000---35,999	332	24	419	28	266	48	217	46
32,000---33,999	431	30	547	35	252	55	188	54
30,000---31,999	620	38	713	44	161	59	185	61
29,000---29,999	330	42	386	49	122	62	140	67
28,000---28,999	393	48	380	53	95	64	90	70
27,000---27,999	382	53	402	58	134	68	98	74
26,000---26,999	405	58	470	64	252	74	194	82
25,000---25,999	421	64	441	69	41	75	58	85
24,000---24,999	430	69	398	74	151	79	58	87
23,000---23,999	429	75	418	79	123	82	78	90
22,000---22,999	367	80	374	84	142	86	64	93
21,000---21,999	344	84	304	88	154	90	99	96
20,000---20,999	291	88	330	92	68	92	9	97
19,000---19,999	303	92	288	95	52	93	25	98
18,000---18,999	275	96	217	98	53	95	14	98.9
17,000---17,999	182	98	120	99.3	78	97	22	99.8
16,000---16,999	92	99.5	52	99.9	80	98	4	99.9
15,000---15,999	24	99.8	7		19	99.2	1	
14,000---14,999	3	99.9	1		25	99.8		
13,999 or less	9		1		7			
Total Positions	7,543		8,169		3,874		2,492	
Median Salary	$27,485		$28,941		$33,720		$33,020	

Excludes Chicago

Excludes Newberry Library, Canada Institute for Scientific and Technical Information, and New York Public Library

te: Canadian salaries converted to U.S. dollars

TABLE 2: MEDIAN AND BEGINNING PROFESSIONAL SALARIES IN ARL NON-UNIVERSITY LIBRARIES

INSTITUTION	NUMBER OF STAFF	MEDIAN SALARIES		BEGINNING PROFESSIONAL SALARIES	
		FY 1986	FY 1987	FY 1986	FY 1987
Boston Public Library	193	$ 22,600	$ 32,390	$ 16,089	$ 21,430
Canada Institute for Scientific and Technical Information	U/A	25,695	U/A	16,881	U/A
Center for Research Libraries	21	25,676	27,215	18,000	18,000
Library of Congress	1,668	36,045	35,000	14,390	16,040
Linda Hall Library	21	24,650	25,800	16,500	17,000
National Agricultural Library	94	34,000	33,000	17,824	17,824
National Library of Canada	202	23,918	26,251	14,317	15,873
National Library of Medicine	150	33,727	34,739	17,824	18,367
New York Public Library	298	27,782	U/A	20,593	21,717
New York State Library	92	29,751	31,238	19,110	20,066
Newberry Library	U/A	22,850	U/A	14,700	U/A
Smithsonian Institution Libraries	51	est. 37,000	est. 35,000	17,824	18,359

* - See Footnotes
D - Canadian salaries expressed in U.S. dollars
U/A - Unavailable

TABLE 3: ANALYSIS OF SALARIES IN ARL NON-UNIVERSITY LIBRARIES

Salary figures for the past ten years are converted into index numbers and compared to Consumer Price Index (CPI); which has also been converted using July 1977 as the base.

Fiscal Year	No. of Libs.	Total Staff	Median Salary	Median BPS*	Median Salary Index	BPS[1] Index	Actual CPI	Adjusted CPI
1987	10	2,790**	$33,020	$17,912	194.2	159.6	328.0	191.7
1986	12	3,874	33,720	17,308	198.4	154.3	322.8	188.7
1985	11	3,840	33,863	16,500	199.2	147.1	311.7	182.2
1984	11	3,411	31,000	16,559	182.4	147.6	299.3	174.9
1983	11	4,929	25,373	15,487	149.3	138.0	292.2	170.8
1982	10	4,839	23,274	14,955	136.9	133.3	274.4	160.4
1981	12	5,171	20,301	12,651	119.4	112.8	247.8	144.8
1980	12	4,822	19,679	12,391	115.8	110.4	218.9	127.9
1979	11	4,570	18,567	11,460	109.2	102.1	196.7	115.0
1978	11	4,738	18,420	10,825	108.4	96.5	182.6	106.7
1977	11	4,335	17,000	11,220	100.0	100.0	171.1	100.0

* Beginning Professional Salary
** Excludes Canada Institute for Scientific and Technical Information, New York Public Library, and Newberry Library

Note: Canadian salaries converted to U.S. dollars

TABLE 4: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES AND AVERAGE YEARS OF PROFESSIONAL EXPERIENCE IN ARL UNIVERSITY LIBRARIES

INSTITUTION	FILLED POS.	AVERAGE SALARIES	MEDIAN SALARIES		BEGINNING SALARIES		AVERAGE YEARS EXP.
	FY 1987	FY 1987	FY 1986[r]	FY 1987	FY 1986[r]	FY 1987	FY 1987
Alabama	34	$ 24,750	$ 21,153	$ 23,350	$ 16,500	$ 16,500	11.4
Alberta (* D)	79	28,523	28,194	27,954	17,806	18,666	11.8
Arizona	60	28,452	23,300	26,799	17,200	17,800	12.1
Arizona State (*)	61	28,505	27,798	26,314	18,000	18,000	11.8
Boston (*)	47	26,961	23,300	25,073	17,000	18,500	12.8
Brigham Young (*)	83	26,696	26,400	25,800	18,000	19,000	12.3
British Columbia (D)	85	27,387	26,047	26,455	16,744	16,744	16.7
Brown (*)	58	29,176	24,492	27,500	20,053	21,000	13.8
Calif., Berkeley (*)	139	42,028	40,248	42,264	22,872	24,012	18.5
Calif., Davis (*)	57	40,940	36,820	42,264	22,872	24,012	15.9
Calif., Irvine	38	40,295	36,522	39,456	22,872	24,012	14.2
Calif., Los Angeles	145	40,885	40,248	42,264	22,872	24,012	14.8
Calif., Riverside	32	38,451	37,572	36,828	22,872	24,012	13.0
Calif., San Diego	53	40,795	37,572	39,456	22,872	24,012	13.4
Calif., Santa Barbara	52	43,964	40,248	42,264	22,872	24,012	18.4
Case Western Reserve	30	26,221	24,603	25,402	16,260	17,500	12.8
Chicago (*)	66	28,376	25,470	26,135	16,000	17,500	N/A
Cincinnati (*)	56	29,531	28,750	30,389	17,500	18,000	14.0
Colorado	43	29,967	28,572	29,793	19,000	19,000	14.6
Colorado State (*)	38	30,097	27,550	28,300	22,000	22,500	18.4
Columbia	112	35,303	31,200	33,730	19,500	22,000	13.0

[r]Figures revised from 1985 survey

* - See Footnotes

D - Canadian salaries expressed in U.S. dollars

See Tables 22 and 28 for statistics related to medical and law library salaries

TABLE 4 continued: AVERAGE, MEDIAN, AND BEGINNING SALARIES

INSTITUTION	FILLED POS.	AVERAGE SALARIES	MEDIAN SALARIES		BEGINNING SALARIES		AVERAGE YEARS EXP.
	FY 1987	FY 1987	FY 1986r	FY 1987	FY 1986r	FY 1987	FY 1987
Connecticut	52	$ 33,409	$ 28,739	$ 31,981	$ 18,452	$ 18,452	15.5
Cornell (*)	116	30,400	27,550	28,400	17,000	18,000	14.8
Dartmouth	35	28,611	24,724	27,000	17,500	18,500	12.1
Delaware (* +)	39	27,804	24,750	23,800	17,500	18,200	9.7
Duke (*)	70	31,009	27,274	29,650	17,800	18,800	15.1
Emory (*)	41	28,722	26,000	26,250	17,000	17,500	13.9
Florida (*)	69	27,655	23,060	25,882	18,000	18,300	14.4
Florida State (*)	48	25,872	23,060	25,243	14,720	16,500	14.1
Georgetown	37	28,444	24,645	26,306	17,000	18,500	14.1
Georgia	68	25,349	23,873	24,069	16,500	17,200	8.3
Georgia Tech	43	26,019	21,300	23,250	16,500	17,500	12.5
Guelph (D)	33	31,800	29,879	31,368	16,283	16,645	15.9
Harvard (*)	245	30,062	25,725	27,600	18,165	18,800	11.2
Hawaii (*)	59	34,467	28,092	34,992	20,820	21,864	18.7
Houston (*)	34	29,780	25,726	26,844	16,500	17,000	13.0
Howard	67	32,213	26,654	29,101	20,613	20,613	15.1
Illinois	121	29,436	24,550	25,970	17,500	19,000	15.9
Indiana (*)	101	29,443	24,473	26,995	15,330	17,630	13.4
Iowa	59	30,348	25,500	29,500	17,500	18,500	14.5
Iowa State	48	28,379	23,929	26,675	17,500	18,000	14.2
Johns Hopkins (*)	54	28,507	25,856	27,845	17,121	18,491	12.6
Kansas	65	25,008	23,472	24,108	16,500	18,000	13.3

rFigures revised from 1985 survey

* - See Footnotes

D - Canadian salaries expressed in U.S. dollars

+ - Excludes Salary of Director

See Tables 22 and 28 for statistics related to medical and law library salaries

TABLE 4 continued: AVERAGE, MEDIAN, AND BEGINNING SALARIES

INSTITUTION	FILLED POS.	AVERAGE SALARIES	MEDIAN SALARIES		BEGINNING SALARIES		AVERAGE YEARS EXP.
	FY 1987	FY 1987	FY 1986[r]	FY 1987	FY 1986[r]	FY 1987	FY 1987
Kent State	35	$ 33,358	$ 32,216	$ 32,308	$ 19,556	$ 19,556	16.5
Kentucky (*)	50	24,880	22,522	23,696	16,000	16,500	12.8
Laval (D)	70	28,121	27,346	29,071	16,163	16,620	16.8
Louisiana State (*)	46	27,575	25,085	25,455	16,500	19,000	14.3
McGill (D)	63	27,794	27,205	27,501	15,785	16,385	14.5
McMaster (D)	32	28,074	27,116	28,520	14,393	15,641	15.3
Manitoba (D)	45	29,760	27,054	29,515	15,543	15,963	14.1
Maryland	77	29,697	26,603	28,068	17,467	18,515	12.7
Massachusetts	57	34,206	33,127	33,658	19,500	20,000	17.3
MIT	86	29,407	26,050	27,600	18,400	19,000	11.6
Miami	38	28,295	26,300	27,600	16,000	16,000	19.6
Michigan (*)	89	30,364	27,074	29,072	18,500	19,500	14.9
Michigan State (*)	74	28,513	25,000	27,150	18,000	19,000	13.6
Minnesota	89	36,716	28,879	29,753	19,320	19,896	17.8
Missouri (*)	40	25,320	24,149	25,508	16,000	17,000	14.2
Nebraska	43	26,110	23,718	24,012	17,000	17,500	12.7
New Mexico (*)	45	28,325	26,989	28,400	18,000	19,000	12.7
New York	53	33,130	26,081	29,477	22,000	23,000	12.8
North Carolina (*)	75	28,084	25,200	26,548	16,500	17,500	11.9
North Carolina State	41	28,310	25,100	26,725	18,000	19,000	12.2
Northwestern (*)	75	30,833	26,470	27,739	18,000	18,000	15.1
Notre Dame	30	29,407	27,450	27,000	17,000	19,000	15.7

[r]Figures revised from 1985 survey
* - See Footnotes
D - Canadian salaries expressed in U.S. dollars
See Tables 22 and 28 for statistics related to medical and law library salaries

TABLE 4 continued: AVERAGE, MEDIAN, AND BEGINNING SALARIES

INSTITUTION	FILLED POS.	AVERAGE SALARIES	MEDIAN SALARIES		BEGINNING SALARIES		AVERAGE YEARS EXP.
	FY 1987	FY 1987	FY 1986[r]	FY 1987	FY 1986[r]	FY 1987	FY 1987
Ohio State	97	$ 29,850	$ 27,600	$ 29,160	$ 18,000	$ 19,080	13.3
Oklahoma	29	25,848	24,150	24,589	17,000	17,000	10.6
Oklahoma State (*)	37	23,418	20,292	20,046	16,800	16,800	10.0
Oregon (*)	49	27,648	25,595	26,788	18,000	18,500	13.1
Pennsylvania	77	30,194	26,725	28,213	17,400	17,925	15.8
Pennsylvania State	100	31,689	27,450	29,388	18,504	20,004	14.7
Pittsburgh (*)	61	28,514	25,537	27,584	16,600	17,000	13.1
Princeton (*)	99	31,376	27,425	30,200	18,500	19,200	13.0
Purdue	52	28,745	25,800	25,700	16,500	17,000	13.5
Queen's (* D)	32	25,899	22,918	24,642	16,500	17,188	14.8
Rice	36	25,416	23,300	23,400	18,000	19,000	8.1
Rochester (*)	55	25,516	24,774	23,950	14,622	15,200	15.3
Rutgers (*)	96	38,567	37,993	37,916	20,668	20,668	13.9
Saskatchewan (D)	27	26,969	25,620	27,899	16,442	17,026	13.1
South Carolina	48	27,644	24,875	26,306	18,800	20,000	13.3
Southern California (*)	68	32,687	28,772	31,000	22,500	22,500	14.7
Southern Illinois (*)	48	31,175	27,240	29,700	17,900	19,200	16.8
Stanford (*)	130	39,087	35,372	36,677	23,500	24,800	17.9
SUNY - Albany	46	29,126	28,755	29,474	17,500	17,500	13.3
SUNY - Buffalo (*)	52	31,574	29,790	28,804	18,000	17,000	12.5

[r]Figures revised from 1985 survey

* - See Footnotes

D - Canadian salaries expressed in U.S. dollars

See Tables 22 and 28 for statistics related to medical and law library salaries

TABLE 4 continued: AVERAGE, MEDIAN, AND BEGINNING SALARIES

INSTITUTION	FILLED POS.	AVERAGE SALARIES	MEDIAN SALARIES		BEGINNING SALARIES		AVERAGE YEARS EXP.
	FY 1987	FY 1987	FY 1986[r]	FY 1987	FY 1986[r]	FY 1987	FY 1987
SUNY - Stony Brook (*)	41	$ 33,403	$ 29,621	$ 32,614	$ 18,000	$ 21,000	14.1
Syracuse (*)	49	27,452	24,900	26,145	16,000	17,000	13.4
Temple (*)	44	27,780	25,553	26,148	16,000	16,800	13.8
Tennessee (*)	56	27,829	24,666	25,536	16,500	19,000	13.4
Texas (*)	97	27,605	25,388	25,453	17,000	17,500	15.9
Texas A & M (*)	53	27,076	24,753	24,800	16,500	17,000	9.9
Toronto (* D)	141	27,999	28,483	28,476	16,139	16,139	15.5
Tulane (*)	35	25,569	23,183	24,550	17,000	18,000	16.8
Utah	47	25,518	24,400	24,450	18,000	18,000	11.2
Vanderbilt	52	25,820	23,326	23,450	16,500	17,000	11.2
Virginia	64	30,092	26,050	28,400	17,000	18,000	14.9
Virginia Polytechnic	46	29,016	25,500	28,000	17,600	18,700	12.8
Washington (*)	99	27,338	24,420	25,482	17,700	18,000	14.5
Washington State (*)	43	28,517	26,251	27,398	18,000	18,000	13.9
Washington, St. Louis	40	26,953	22,177	24,749	17,460	18,336	11.3
Waterloo (D)	41	28,590	26,492	27,644	16,861	17,873	12.5
Wayne State	32	31,551	28,960	30,100	19,000	21,000	16.0
Western Ontario (* D)	43	25,859	24,203	25,135	16,240	16,406	14.6
Wisconsin	93	30,491	26,044	28,869	17,200	20,100	14.8
Yale (*)	109	35,745	28,150	32,915	21,000	22,500	16.0
York (D)	41	32,197	30,683	32,171	14,499	17,383	16.8

[r]Figures revised from 1985 survey

* - See Footnotes

D - Canadian salaries expressed in U.S. dollars

See Tables 22 and 28 for statistics related to medical and law library salaries

TABLE 5: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1986

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges are:

1- 20,000 and over
2- 19,000-19,999
3- 18,000-18,999
4- 17,000-17,999
5- 16,000-16,999
6- 15,000-15,999
7- below 15,000

GROUP	RANK	INSTITUTION	SALARY
1	1	Stanford	$23,500
	2	Calif., Berkeley	22,872
	2	Calif., Davis	22,872
	2	Calif., Irvine	22,872
	2	Calif., Los Angeles	22,872
	2	Calif., Riverside	22,872
	2	Calif., San Diego	22,872
	2	Calif., Santa Barbara	22,872
	9	Colorado State	22,000
	9	New York University	22,000
	11	Yale	21,000
	12	Hawaii	20,820
	13	Rutgers	20,668
	14	Howard	20,613
	15	Brown	20,053
	16	Southern California	20,000
2	17	Kent State	19,556
	18	Columbia	19,500
	18	Massachusetts	19,500
	20	Minnesota	19,320
	21	Colorado	19,000
	21	Wayne State	19,000
3	23	South Carolina	18,800
	24	Pennsylvania State	18,504
	25	Michigan	18,500
	25	Princeton	18,500
	27	Connecticut	18,452
	28	MIT	18,400
	29	Harvard	18,165
	30	Arizona State	18,000
	30	Brigham Young	18,000
	30	Florida	18,000
	30	Michigan State	18,000
	30	New Mexico	18,000
	30	North Carolina State	18,000
	30	Northwestern	18,000
	30	Ohio State	18,000
	30	Oregon	18,000
	30	Rice	18,000
	30	SUNY - Stony Brook	18,000
	30	Utah	18,000
	30	Washington State	18,000
4	43	Southern Illinois	17,900
	44	Alberta	17,806
	45	Duke	17,800
	46	Washington	17,700
	47	Virginia Polytechnic	17,600
	48	Cincinnati	17,500
	48	Dartmouth	17,500
	48	Delaware	17,500
	48	Illinois	17,500
	48	Iowa	17,500
	48	Iowa State	17,500
	48	SUNY - Albany	$17,500
	55	Maryland	17,467
	56	Washington, St. Louis	17,460
	57	Pennsylvania	17,400
	58	Arizona	17,200
	58	Wisconsin	17,200
	60	Johns Hopkins	17,121
	61	Boston	17,000
	61	Cornell	17,000
	61	Emory	17,000
	61	Georgetown	17,000
	61	Nebraska	17,000
	61	Notre Dame	17,000
	61	Oklahoma	17,000
	61	SUNY - Buffalo	17,000
	61	Texas	17,000
	61	Tulane	17,000
	61	Virginia	17,000
5	72	Waterloo	16,861
	73	Oklahoma State	16,800
	74	British Columbia	16,744
	75	Pittsburgh	16,600
	76	Alabama	16,500
	76	Georgia	16,500
	76	Georgia Tech	16,500
	76	Houston	16,500
	76	Kansas	16,500
	76	Louisiana State	16,500
	76	North Carolina	16,500
	76	Purdue	16,500
	76	Queen's	16,500
	76	Tennessee	16,500
	76	Texas A&M	16,500
	76	Vanderbilt	16,500
	88	Saskatchewan	16,442
	89	Guelph	16,283
	90	Case Western Reserve	16,260
	91	Western Ontario	16,240
	92	Laval	16,163
	93	Toronto	16,139
	94	Chicago	16,000
	94	Kentucky	16,000
	94	Miami	16,000
	94	Missouri	16,000
	94	Syracuse	16,000
	94	Temple	16,000
6	100	McGill	15,785
	101	Manitoba	15,543
	102	Indiana	15,330
7	103	McMaster	14,893
	104	Florida State	14,720
	105	Rochester	14,622
	106	York	14,499

All Canadian salaries and some U.S. salaries revised from 1984 Survey figures.
See Tables 22 through 33 for statistics related to medical and law library salaries.
Canadian salaries expressed in U.S. dollars.

TABLE 6: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1987

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges are:

1- 21,000 and over
2- 20,000-20,999
3- 19,000-19,999
4- 18,000-18,999
5- 17,000-17,999
6- 16,000-16,999
7- below 16,000

GROUP	RANK	INSTITUTION	SALARY
1	1	Stanford	$ 24,800
	2	Calif., Berkeley	24,012
	2	Calif., Davis	24,012
	2	Calif., Irvine	24,012
	2	Calif., Los Angeles	24,012
	2	Calif., Riverside	24,012
	2	Calif., San Diego	24,012
	2	Calif., Santa Barbara	24,012
	9	New York	23,000
	10	Colorado State	22,500
	10	Southern California	22,500
	10	Yale	22,500
	13	Columbia	22,000
	14	Hawaii	21,864
	15	Brown	21,000
	15	SUNY - Stony Brook	21,000
	15	Wayne State	21,000
2	18	Rutgers	20,668
	19	Howard	20,613
	20	Wisconsin	20,100
	21	Pennsylvania State	20,004
	22	Massachusetts	20,000
	22	South Carolina	20,000
3	24	Minnesota	19,896
	25	Kent State	19,556
	26	Michigan	19,500
	27	Princeton	19,200
	27	Southern Illinois	19,200
	29	Ohio State	19,080
	30	Brigham Young	19,000
	30	Colorado	19,000
	30	Illinois	19,000
	30	Louisiana State	19,000
	30	MIT	19,000
	30	Michigan State	19,000
	30	New Mexico	19,000
	30	North Carolina State	19,000
	30	Notre Dame	19,000
	30	Rice	19,000
	30	Tennessee	19,000
4	41	Duke	18,800
	41	Harvard	18,800
	43	Virginia Polytechnic	18,700
	44	Alberta	18,666
	45	Maryland	18,515
	46	Boston	18,500
	46	Dartmouth	18,500
	46	Georgetown	18,500
	46	Iowa	18,500
	46	Oregon	18,500
	51	Johns Hopkins	18,491
	52	Connecticut	18,452
	53	Washington	18,336
5	54	Florida	$18,300
	55	Delaware	18,200
	56	Arizona State	18,000
	56	Cincinnati	18,000
	56	Cornell	18,000
	56	Iowa State	18,000
	56	Kansas	18,000
	56	Northwestern	18,000
	56	SUNY - Buffalo	18,000
	56	Tulane	18,000
	56	Utah	18,000
	56	Virginia	18,000
	56	Washington, St. Louis	18,000
	56	Washington State	18,000
	68	Pennsylvania	17,925
	69	Waterloo	17,873
	70	Arizona	17,800
	71	Indiana	17,630
	72	Case Western Reserve	17,500
	72	Chicago	17,500
	72	Emory	17,500
	72	Georgia Tech	17,500
	72	Nebraska	17,500
	72	North Carolina	17,500
	72	SUNY - Albany	17,500
	72	Texas	17,500
	80	York	17,383
	81	Georgia	17,200
	82	Queen's	17,188
	83	Saskatchewan	17,026
	84	Houston	17,000
	84	Missouri	17,000
	84	Oklahoma	17,000
	84	Pittsburgh	17,000
	84	Purdue	17,000
	84	Syracuse	17,000
	84	Texas A & M	17,000
	84	Vanderbilt	17,000
6	92	Oklahoma State	16,800
	92	Temple	16,800
	94	British Columbia	16,744
	95	Guelph	16,645
	96	Laval	16,620
	97	Alabama	16,500
	97	Florida State	16,500
	97	Kentucky	16,500
	100	Western Ontario	16,406
	101	McGill	16,385
	102	Toronto	16,139
	103	Miami	16,000
7	104	Manitoba	15,963
	105	McMaster	15,641
	106	Rochester	15,200

Canadian salaries expressed in U.S. dollars.
See Tables 23 and 29 for statistics related to medical and library salaries.

TABLE 7: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1986

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges are:

1- 32,000 and over
2- 30,000-31,999
3- 28,000-29,999
4- 26,000-27,999
5- 25,000-25,999
6- 24,000-24,999
7- 23,000-23,999
8- 22,000-22,999
9- below 22,000

GROUP	RANK	INSTITUTION	SALARY
1	1	Calif., Berkeley	$ 40,248
	1	Calif., Los Angeles	40,248
	1	Calif., Santa Barbara	40,248
	4	Rutgers	37,993
	5	Calif., Riverside	37,572
	5	Calif., San Diego	37,572
	7	Calif., Davis	36,820
	8	Calif., Irvine	36,522
	9	Stanford	35,372
	10	Massachusetts	33,127
	11	Kent State	32,216
2	12	Columbia	31,200
	13	York	30,683
3	14	Guelph	29,879
	15	SUNY Stony Brook	29,621
	16	Wayne State	28,960
	17	Minnesota	28,879
	18	SUNY - Buffalo	28,804
	19	Southern California	28,772
	20	SUNY - Albany	28,755
	21	Cincinnati	28,750
	22	Connecticut	28,739
	23	Colorado	28,572
	24	Toronto	28,483
	25	Alberta	28,194
	26	Yale	28,150
	27	Hawaii	28,092
4	28	Arizona State	27,798
	29	Ohio State	27,600
	30	Colorado State	27,550
	30	Cornell	27,550
	32	Notre Dame	27,450
	32	Pennsylvania State	27,450
	34	Princeton	27,425
	35	Laval	27,346
	36	Duke	27,274
	37	Southern Illinois	27,240
	38	McGill	27,205
	39	McMaster	27,116
	40	Michigan	27,074
	41	Manitoba	27,054
	42	New Mexico	26,989
	43	Pennsylvania	26,725
	44	Howard	26,654
	45	Maryland	26,603
	46	Waterloo	26,492
	47	Northwestern	26,470
	48	Brigham Young	26,400
	49	Miami	26,300
	50	Washington State	26,251
	51	New York	26,081
	52	MIT	26,050
	52	Virginia	26,050
	54	British Columbia	26,047
	55	Wisconsin	26,044
	56	Emory	$26,000
5	57	Johns Hopkins	25,856
	58	Purdue	25,800
	59	Houston	25,726
	60	Harvard	25,725
	61	Saskatchewan	25,620
	62	Oregon	25,595
	63	Temple	25,553
	64	Pittsburgh	25,537
	65	Iowa	25,500
	65	Virginia Polytechnic	25,500
	67	Chicago	25,470
	68	Texas	25,388
	69	North Carolina	25,200
	70	North Carolina State	25,100
	71	Louisiana State	25,085
	72	Michigan State	25,000
6	73	Syracuse	24,900
	74	South Carolina	24,875
	75	Rochester	24,774
	76	Texas A & M	24,753
	77	Delaware	24,750
	78	Dartmouth	24,724
	79	Tennessee	24,666
	80	Georgetown	24,645
	81	Case Western Reserve	24,603
	82	Illinois	24,550
	83	Brown	24,492
	84	Indiana	24,473
	85	Washington	24,420
	86	Utah	24,400
	87	Western Ontario	24,203
	88	Oklahoma	24,150
	89	Missouri	24,149
7	90	Iowa State	23,929
	91	Georgia	23,873
	92	Nebraska	23,718
	93	Kansas	23,472
	94	Vanderbilt	23,326
	95	Arizona	23,300
	95	Boston	23,300
	95	Rice	23,300
	98	Tulane	23,183
	99	Florida	23,060
8	99	Florida State	23,060
	101	Queen's	22,918
	102	Kentucky	22,522
	103	Washington, St. Louis	22,177
9	104	Georgia Tech	21,300
	105	Alabama	21,153
	106	Oklahoma State	20,292

All Canadian salaries and some U.S. salaries revised from 1985 Survey.
Canadian salaries expressed in U.S. dollars.
See Tables 22 through 33 for statistics related to medical and law library salaries.

TABLE 8: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1987

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges are:

1- 36,000 and over
2- 32,000-35,999
3- 29,000-31,999
4- 28,000-28,999
5- 27,000-27,999
6- 26,000-26,999
7- 25,000-25,999
8- 24,000-24,999
9- 23,000-23,999
10- below 23,000

GROUP	RANK	INSTITUTION	SALARY
1	1	Calif., Berkeley	$42,264
	1	Calif., Davis	42,264
	1	Calif., Los Angeles	42,264
	1	Calif., Santa Barbara	42,264
	5	Calif., Irvine	39,456
	5	Calif., San Diego	39,456
	7	Rutgers	37,916
	8	Calif., Riverside	36,828
	9	Stanford	36,677
2	10	Hawaii	34,992
	11	Columbia	33,730
	12	Massachusetts	33,658
	13	Yale	32,915
	14	SUNY - Stony Brook	32,614
	15	Kent State	32,308
	16	York	32,171
3	17	Connecticut	31,981
	18	Guelph	31,368
	19	Southern California	31,000
	20	Cincinnati	30,389
	21	Princeton	30,200
	22	Wayne State	30,100
	23	Colorado	29,793
	24	SUNY - Buffalo	29,790
	25	Minnesota	29,753
	26	Southern Illinois	29,700
	27	Duke	29,650
	28	Manitoba	29,515
	29	Iowa	29,500
	30	New York	29,477
	31	SUNY - Albany	29,474
	32	Pennsylvania State	29,388
	33	Ohio State	29,160
	34	Howard	29,101
	35	Michigan	29,072
	36	Laval	29,071
4	37	Wisconsin	28,869
	38	McMaster	28,520
	39	Toronto	28,476
	40	Cornell	28,400
	40	New Mexico	28,400
	40	Virginia	28,400
	43	Colorado State	28,300
	44	Pennsylvania	28,213
	45	Maryland	28,068
	46	Virginia Polytechnic	28,000
5	47	Alberta	27,954
	48	Saskatchewan	27,899
	49	Johns Hopkins	27,845
	50	Northwestern	27,739
	51	Waterloo	27,644
	52	Harvard	27,600
	52	MIT	27,600
	52	Miami	27,600
6	55	Pittsburgh	$27,584
	56	McGill	27,501
	57	Brown	27,500
	58	Washington State	27,398
	59	Michigan State	27,150
	60	Dartmouth	27,000
	60	Notre Dame	27,000
	62	Indiana	26,995
	63	Houston	26,844
	64	Arizona	26,799
	65	Oregon	26,788
	66	North Carolina State	26,725
	67	Iowa State	26,675
	68	North Carolina	26,548
	69	British Columbia	26,455
	70	Arizona State	26,314
	71	Georgetown	26,306
	71	South Carolina	26,306
	73	Emory	26,250
	74	Temple	26,148
	75	Syracuse	26,145
	76	Chicago	26,135
7	77	Illinois	25,970
	78	Florida	25,882
	79	Brigham Young	25,800
	80	Purdue	25,700
	81	Tennessee	25,536
	82	Missouri	25,508
	83	Washington	25,482
	84	Louisiana State	25,455
	85	Texas	25,453
	86	Case Western Reserve	25,402
	87	Florida State	25,243
	88	Western Ontario	25,135
	89	Boston	25,073
8	90	Texas A & M	24,800
	91	Washington, St. Louis	24,749
	92	Queen's	24,642
	93	Oklahoma	24,589
	94	Tulane	24,550
	95	Utah	24,450
	96	Kansas	24,108
	97	Georgia	24,069
	98	Nebraska	24,012
9	99	Rochester	23,950
	100	Delaware	23,800
	101	Kentucky	23,696
	102	Vanderbilt	23,450
	103	Rice	23,400
	104	Alabama	23,350
	105	Georgia Tech	23,250
10	106	Oklahoma State	20,046

Canadian salaries expressed in U.S. dollars.
See Tables 24 and 30 for statistics related to medical and law library salaries.

TABLE 9: MEDIAN AND BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

SUMMARY OF RANKINGS, FISCAL YEARS 1983-87

INSTITUTION	MEDIAN SALARIES					BEGINNING PROFESSIONAL SALARIES				
	FY 1983	1984	1985	1986[r]	1987	FY 1983	1984	1985	1986[r]	1987
Alabama	100	104	99	105	104	60	70	95	76	97
Alberta	9	11	20	25	47	6	4	20	44	44
Arizona	67	71	79	95	64	47	30	29	58	70
Arizona State	43	51	54	28	70	23	36	60	30	56
Boston	86	76	93	95	89	92	39	32	61	46
Brigham Young	53	50	53	48	79	45	39	60	30	30
British Columbia	6	13	27	54	69	3	14	28	74	94
Brown	91	75	73	83	57	62	18	16	15	15
Calif., Berkeley	1	7	1	1	1	9	13	2	2	2
Calif., Davis	1	1	1	7	1	9	7	2	2	2
Calif., Irvine	7	8	5	8	5	9	7	2	2	2
Calif., Los Angeles	5	4	4	1	1	9	12	2	2	2
Calif., Riverside	25	19	8	5	8	9	7	2	2	2
Calif., San Diego	1	1	8	5	5	9	7	2	2	2
Calif., Santa Barbara	1	3	1	1	1	9	7	2	2	2
Case Western Reserve	93	85	62	81	86	64	54	86	90	72
Chicago	75	79	67	67	76	66	85	94	94	72
Cincinnati	24	37	23	21	20	88	92	47	48	56
Colorado	27	29	24	23	23	36	59	21	21	30
Colorado State	35	32	35	30	43	21	5	17	9	10
Columbia	20	20	11	12	11	19	15	13	18	13
Connecticut	47	31	34	22	17	67	70	19	27	52
Cornell	59	43	36	30	40	62	56	56	-61	56
Dartmouth	64	66	70	78	60	47	59	47	48	46
Delaware	**	88	86	77	100	**	96	56	48	55
Duke	55	38	25	36	27	36	30	32	45	41
Emory	94	90	88	56	73	92	70	65	61	72
Florida	88	101	103	99	78	99	104	99	30	54
Florida State	50	70	68	99	87	101	105	102	104	97
Georgetown	83	62	58	80	71	78	70	90	61	46
Georgia	86	64	97	91	97	75	83	93	76	81
Georgia Tech	**	105	105	104	105	**	93	47	76	72
Guelph	8	9	16	14	18	18	22	42	89	95
Harvard	40	34	42	60	52	28	28	27	29	41
Hawaii	13	21	19	27	10	26	37	46	12	14
Houston	52	42	52	59	63	36	59	65	76	84
Howard	17	15	28	44	34	1	2	9	14	19
Illinois	70	57	61	82	77	78	86	65	48	30
Indiana	81	84	78	84	62	67	86	97	102	71

[r] 1986 rankings revised from 1985 Survey based on current reports.
** - Institution not an ARL member during this period

TABLE 9 continued: SUMMARY OF RANKINGS

INSTITUTION	MEDIAN SALARIES					BEGINNING PROFESSIONAL SALARIES				
	FY 1983	1984	1985	1986[r]	1987	FY 1983	1984	1985	1986[r]	1987
Iowa	44	67	41	65	29	33	53	32	48	46
Iowa State	37	65	63	90	67	36	59	47	48	56
Johns Hopkins	60	61	64	57	49	55	59	59	60	51
Kansas	85	89	89	93	96	78	70	65	76	56
Kent State	11	12	10	11	15	7	15	21	17	25
Kentucky	78	82	100	102	101	92	70	90	94	97
Laval	**	**	**	35	36	**	**	**	92	96
Louisiana State	40	60	48	71	84	67	86	47	76	30
McGill	13	18	32	38	56	8	21	62	100	101
McMaster	34	48	49	39	38	74	69	98	103	105
Manitoba	20	14	14	41	28	46	58	88	101	104
Maryland	58	74	60	45	45	59	84	55	55	45
Massachusetts	15	17	12	10	12	47	26	18	18	22
MIT	39	46	57	52	52	24	23	21	28	30
Miami	46	41	59	49	52	78	96	104	94	103
Michigan	54	55	46	40	35	37	39	32	25	26
Michigan State	60	44	75	72	59	47	30	32	30	30
Minnesota	39	25	22	17	25	2	3	11	20	24
Missouri	84	94	90	89	82	92	103	100	94	84
Nebraska	96	102	84	92	98	36	30	32	61	72
New Mexico	70	68	50	42	40	28	39	32	30	30
New York	24	27	43	51	30	28	19	13	9	9
North Carolina	95	97	85	69	68	67	70	65	76	72
North Carolina State	**	87	77	70	66	**	86	65	30	30
Northwestern	~~74~~	62	71	47	50	47	39	65	30	56
Notre Dame	72	78	69	32	60	92	86	90	61	30
Ohio State	35	30	31	29	33	33	35	31	30	29
Oklahoma	21	44	96	88	93	33	56	65	61	84
Oklahoma State	97	103	104	106	106	76	94	89	73	92
Oregon	66	49	65	62	65	28	39	21	30	46
Pennsylvania	42	40	39	43	44	36	39	43	57	68
Pennsylvania State	33	36	47	32	32	44	38	43	24	21
Pittsburgh	80	80	51	64	55	78	70	65	75	84
Princeton	37	32	33	34	21	36	30	32	25	27
Purdue	42	53	45	58	80	47	59	65	76	84
Queen's	57	52	81	101	92	98	95	103	76	82
Rice	99	99	92	95	103	47	39	32	30	30
Rochester	51	59	37	75	99	89	102	105	105	106
Rutgers	2	6	6	4	7	4	6	12	13	18

[r] 1986 rankings revised from 1985 Survey based on current reports.
** - Institution not an ARL member during this period

TABLE 9 continued: SUMMARY OF RANKINGS

INSTITUTION	MEDIAN SALARIES					BEGINNING PROFESSIONAL SALARIES				
	FY 1983	1984	1985	1986r	1987	FY 1983	1984	1985	1986r	1987
Saskatchewan	17	58	40	48	61	17	20	53	88	83
South Carolina	92	95	95	74	71	92	96	65	23	22
Southern California	31	28	26	19	19	36	39	65	16	10
Southern Illinois	68	56	55	37	26	64	59	56	43	27
Stanford	16	5	7	9	9	5	1	1	1	1
SUNY - Albany	79	69	38	20	31	67	39	47	48	72
SUNY - Buffalo	47	35	21	18	24	78	70	65	61	56
SUNY - Stony Brook	23	24	17	15	14	67	39	32	30	15
Syracuse	73	73	74	73	75	78	70	65	94	84
Temple	69	81	83	63	74	100	101	65	94	92
Tennessee	90	98	82	79	81	78	96	65	76	30
Texas	65	72	66	68	85	28	39	54	61	72
Texas A & M	19	77	101	76	90	91	59	65	76	84
Toronto	27	16	29	24	39	27	29	64	93	102
Tulane	101	96	94	98	94	78	39	63	61	56
Utah	77	92	98	86	95	78	96	65	30	56
Vanderbilt	89	91	87	94	102	90	70	65	76	84
Virginia	76	83	76	52	40	55	70	65	61	56
Virginia Polytechnic	60	86	72	65	46	55	68	65	47	43
Washington	59	54	56	85	83	21	26	25	46	56
Washington State	50	39	30	50	58	24	23	26	30	56
Washington, St. Louis	98	100	102	103	91	61	55	45	56	53
Waterloo	**	23	44	46	51	**	52	87	72	69
Wayne State	22	26	13	16	22	58	70	13	21	15
Western Ontario	49	47	80	87	88	54	67	96	91	100
Wisconsin	82	93	91	55	37	16	23	29	58	20
Yale	30	22	18	26	13	20	15	10	11	10
York	11	10	15	13	16	77	91	101	106	80

r 1986 rankings revised from 1985 Survey based on current reports.
** - Institution not an ARL member during this period

TABLE 10: ANALYSIS OF SALARIES IN ARL UNIVERSITY LIBRARIES (INCLUDES LAW AND MEDICINE)[1]

Salary figures for the past ten years are converted into index numbers and compared to Consumer Price Index (CPI); all of which have been converted using July 1977 as the base.

Fiscal Year	No. of Libs.	Total Staff	Median Salary	Median BPS*	Median Salary Index	BPS* Index	Actual CPI	Adjusted CPI
1987	105	7,718	$ 28,941	$ 18,250	192.9	173.8	328.0	191.7
1986	105	7,543	27,485	17,500	183.2	166.7	322.8	188.7
1985	104	7,161	26,100	16,500	174.0	157.1	311.7	182.2
1984	103	7,039	24,940	15,778	166.3	150.3	299.3	174.9
1983	100	6,898	23,500	15,000	156.7	142.9	292.2	170.8
1982	100	6,894	21,727	14,200	144.8	135.2	274.4	160.4
1981	98	6,581	20,987	13,000	139.9	123.8	247.8	144.8
1980	97	6,731	18,910	12,000	126.1	114.3	218.9	127.9
1979	94	6,756	17,896	11,450	119.3	109.0	196.7	115.0
1978	94	6,689	16,000	11,000	106.7	104.8	182.6	106.7
1977	92	6,577	15,000	10,500	100.0	100.0	171.1	100.0

1 - Excludes Chicago
* - Beginning Professional salary
Note: Canadian salaries converted to U.S. dollars.

TABLE 11: DISTRIBUTION OF PROFESSIONAL STAFF IN ARL UNIVERSITY LIBRARIES BY SALARY AND POSITION, FISCAL 1987[1]

		NUMBER OF STAFF									PERCENT AT EACH LEVEL								
	SALARY INTERVALS	Dir. (1)	Assoc. Dir. (2)	Asst. Dir. (3)	Med./ Law Hd. (4)	Branch Head (5)	Subj. Spec. (6)	Func. Spec. (7)	Dept. Head (8)	Other Prof. (9)	Dir. (1)	Assoc. Dir. (2)	Asst. Dir. (3)	Med./ Law Hd. (4)	Branch Head (5)	Subj. Spec. (6)	Func. Spec. (7)	Dept. Head (8)	Other Prof. (9)
01.	$100,000 or more	6					1				6								
02.	95,000-99,999	2									2								
03.	90,000-94,999	3									3								
04.	85,000-89,999	6									6								
05.	80,000-84,999	9									9								
06.	75,000-79,999	15	2			1		1	1		15	1							
07.	70,000-74,999	12	3			1			2		12	2							
08.	65,000-69,999	17	9	4					2	1	17	6	2						
09.	60,000-64,999	15	11	7		4	2		6		15	8	3		1				
10.	55,000-59,999	6	18	13		7		2	4	1	6	13	6		1				
11.	50,000-54,999	8	18	22		11	8	2	21	1	8	13	10		2	1		2	
12.																			
13.	48,000-49,999		16	16		16	27	3	39	25		11	7		3	4	1	3	1
14.	46,000-47,999	2	14	17		7	8	10	16		2	10	8		1	1	2	1	
15.	44,000-45,999		20	22		24	13	6	43	26		14	10		4	2	1	3	1
16.	42,000-43,999		12	30		19	25	6	53	83		8	13		3	3	1	4	3
17.	40,000-41,999		1	32		24	20	11	64	14		1	14		4	3	2	5	
18.	38,000-39,999		10	22		31	27	16	76	46		7	10		6	4	4	6	2
19.	36,000-37,999		3	14		38	39	25	109	75		2	6		7	5	6	8	3
20.	34,000-35,999		3	11		49	37	27	131	80		2	5		9	5	6	10	3
21.	32,000-33,999		1	4		57	62	41	150	152		1	2		10	8	9	11	5
22.	30,000-31,999			7		69	61	41	176	251			3		12	8	9	13	8
23.																			
24.	29,000-29,999			1		26	64	26	71	137					5	9	6	5	5
25.	28,000-28,999					30	38	28	77	137					5	5	6	6	5
26.	27,000-27,999					25	41	21	58	193					4	6	5	4	6
27.	26,000-26,999			1		28	46	31	51	226					5	6	7	4	8
28.	25,000-25,999					22	35	26	52	202					4	5	6	4	7
29.	24,000-24,999					16	37	16	31	205					3	5	4	2	7
30.	23,000-23,999					20	35	31	40	196					4	5	7	3	7
31.	22,000-22,999		1			14	28	22	24	194		1			3	4	5	2	6
32.	21,000-21,999					9	20	14	22	160					2	3	3	2	5
33.	20,000-20,999					6	26	19	21	178					1	4	4	2	6
34.	19,000-19,999					3	8	14	9	182					1	1	3	1	6
35.	18,000-18,999		1			2	17	8	7	119		1				2	2	1	4
36.	17,000-17,999					1	8	6	1	63						1	1		2
37.	16,000-16,999						3			35									1
38.	15,000-15,999									3									
39.	14,000-14,999									1									
40.	13,999 or less						1		2	2									
41.	TOTAL	101	143	223		560	737	453	1359	2988	100	100	100		100	100	100	100	100

TABLE 12: DISTRIBUTION OF PROFESSIONAL STAFF IN ARL UNIVERSITY LIBRARIES BY SEX AND POSITION, FISCAL 1987[1]

	SALARY INTERVALS	MEN ONLY									WOMEN ONLY								
		Dir. (1)	Assoc. Dir. (2)	Asst. Dir. (3)	Med./ Law Hd. (4)	Branch Head (5)	Subj. Spec. (6)	Func. Spec. (7)	Dept. Head (8)	Other Prof. (9)	Dir. (1)	Assoc. Dir. (2)	Asst. Dir. (3)	Med./ Law Hd. (4)	Branch Head (5)	Subj. Spec. (6)	Func. Spec. (7)	Dept. Head (8)	Other Prof. (9)
01.	$100,000 or more						1												
02.	95,000-99,999																		
03.	90,000-94,999																		
04.	85,000-89,999																		
05.	80,000-84,999																		
06.	75,000-79,999		1			1		1	1			1							
07.	70,000-74,999		1						2			2			1				
08.	65,000-69,999		4	1					2	1		5	3						
09.	60,000-64,999		5	3		1	2		6			6	4		3				
10.	55,000-59,999		10	5		6		2	2	1		8	8		1			2	
11.	50,000-54,999		10	13		6	5	1	16	1		8	9		5	3	1	5	
12.																			
13.	48,000-49,999		8	7		9	20		19	8		8	9		7	7	3	20	17
14.	46,000-47,999		7	11		3	6	5	12			7	6		4	2	5	4	
15.	44,000-45,999		8	8		11	6	3	25	10		12	14		13	7	3	18	16
16.	42,000-43,999		3	17		10	17	3	25	23		9	13		9	8	3	28	60
17.	40,000-41,999			15		9	11	7	31	9		1	17		15	9	4	33	5
18.	38,000-39,999		5	10		11	15	10	28	17		5	12		20	12	6	48	29
19.	36,000-37,999			6		19	22	14	48	29		3	8		19	17	11	61	46
20.	34,000-35,999		3	7		19	20	12	46	26			4		30	17	15	85	54
21.	32,000-33,999			2		21	28	19	48	52		1	2		36	34	22	102	100
22.	30,000-31,999			4		21	29	20	62	70			3		48	32	21	114	181
23.																			
24.	29,000-29,999					9	34	11	23	48			1		17	30	15	48	89
25.	28,000-28,999					9	19	18	28	43					21	19	10	49	94
26.	27,000-27,999					9	22	7	21	47					16	19	14	37	146
27.	26,000-26,999					6	20	13	19	61			1		22	26	18	32	165
28.	25,000-25,999					8	18	12	17	61					14	17	14	35	141
29.	24,000-24,999					6	16	7	8	66					10	21	9	23	139
30.	23,000-23,999					5	10	14	10	56					15	25	17	30	140
31.	22,000-22,999		1			1	10	8	14	51					13	18	14	10	143
32.	21,000-21,999						6	3	6	44					9	14	11	16	116
33.	20,000-20,999					1	8	5	6	40					5	18	14	15	138
34.	19,000-19,999					1	1	5	4	58					2	7	9	5	124
35.	18,000-18,999						4	2	3	23		1			2	13	6	4	96
36.	17,000-17,999					1	4	3		19						4	3	1	44
37.	16,000-16,999						3			11									24
38.	15,000-15,999																		3
39.	14,000-14,999																		1
40.	13,999 or less								2	1						1			1
41.	TOTAL		66	109		203	357	205	534	876		77	114		357	380	248	825	2112

TABLE 13: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS, FISCAL YEAR 1987[1]

POSITION	Number of Staff			Average Salaries		
	Total	Men	Women	Combined	Men	Women
1. Director	101	76	25	$72,701	$72,724	$72,629
2. Associate Director	143	66	77	50,306	50,740	49,935
3. Assistant Director	223	109	114	44,449	44,244	44,646
4. Branch Head	560	203	357	33,774	35,866	32,585
5. Subject Specialist	737	357	380	31,150	33,175	29,248
6. Functional Specialist	453	205	248	29,663	30,748	28,765
7. Dept. Head:Reference	125	46	79	34,179	33,120	34,796
8. Cataloging	113	31	82	34,756	35,987	34,290
9. Acquisition	103	34	69	33,764	34,471	33,416
10. Serials	63	17	46	33,356	33,899	33,155
11. Doc./Maps	113	45	68	31,784	30,894	32,372
12. Circulation	93	41	52	29,377	29,667	29,147
13. Spec. Coll'n.	104	65	39	36,539	39,556	31,511
14. Computer	47	32	15	41,681	42,578	39,765
15. Other	598	223	375	32,830	34,936	31,577
16.Reference:Over 15 yrs. exp.	404	119	285	30,758	31,325	30,520
17. 10 - 15 yrs. exp.	229	67	162	27,656	27,781	27,604
18. 5 - 10 yrs. exp.	264	84	180	24,808	25,128	24,659
19. Under 5 yrs. exp.	263	84	179	20,721	20,781	20,693
20.Catalog: Over 15 yrs. exp.	464	136	328	30,581	30,857	30,466
21. 10 - 15 yrs. exp.	185	55	130	27,092	27,711	26,830
22. 5 - 10 yrs. exp.	212	64	148	24,148	24,862	23,840
23. Under 5 yrs. exp.	226	51	175	20,715	21,059	20,615
24. Other: Over 15 yrs. exp.	262	72	190	31,310	34,100	30,252
25. 10 - 15 yrs. exp.	145	47	98	28,906	29,177	28,777
26. 5 - 10 yrs. exp.	158	45	113	24,408	25,140	24,117
27. Under 5 yrs. exp.	176	52	124	20,624	20,866	20,523
ALL POSITIONS	6,564	2,426	4,138	$31,215	$33,685	$29,767

1- Excludes Chicago. See Tables 25 and 31 for statistics related to medical and law library salaries.

TABLE 14: NUMBER AND AVERAGE SALARIES OF ARL MINORITY UNIVERSITY LIBRARIANS, FISCAL YEAR 1987[1]

	POSITION	Number of Staff Total	Men	Women	Average Salaries Combined	Men	Women
1.	Director	3	2	1	$ *	$ *	$ *
2.	Associate Director	10	2	8	56,944	*	*
3.	Assistant Director	8	4	4	44,852	44,169	45,535
4.	Branch Head	43	14	29	36,031	39,898	34,165
5.	Subject Specialist	86	42	44	32,328	35,064	29,716
6.	Functional Specialist	33	12	21	30,537	31,796	29,817
7.	Dept. Head:Reference	4	0	4	31,450		31,450
8.	Cataloging	10	2	8	36,063	*	*
9.	Acquisition	4	0	4	33,310		33,310
10.	Serials	4	1	3	40,547	*	*
11.	Doc./Maps	3	1	2	*	*	*
12.	Circulation	4	1	3	28,184	*	*
13.	Spec. Coll'n.	2	1	1	*	*	*
14.	Computer	1	0	1	*	*	*
15.	Other	51	21	30	33,464	35,438	32,081
16.	Reference:Over 15 yrs. exp.	47	15	32	31,734	32,347	31,447
17.	10 - 15 yrs. exp.	24	4	20	30,748	25,860	31,726
18.	5 - 10 yrs. exp.	33	10	23	25,948	26,243	25,820
19.	Under 5 yrs. exp.	18	2	16	20,059	*	*
20.	Catalog: Over 15 yrs. exp.	91	26	65	29,781	30,761	29,389
21.	10 - 15 yrs. exp.	20	6	14	25,948	27,113	25,450
22	5 - 10 yrs. exp.	21	4	17	23,961	24,121	23,923
23	Under 5 yrs. exp.	24	5	19	20,424	20,993	20,274
24.	Other: Over 15 yrs. exp.	30	6	24	31,983	36,430	30,871
25.	10 - 15 yrs. exp.	10	1	9	29,585	*	*
26.	5 - 10 yrs. exp.	10	2	8	25,444	*	*
27.	Under 5 yrs. exp.	10	2	8	19,258	*	*
	ALL POSITIONS	604	189	915	$30,895	$32,836	$30,011

1 - Excludes Chicago.
* - Salary information is not published when fewer than 4 individuals are involved.

TABLE 15: NUMBER AND AVERAGE EXPERIENCE OF ARL UNIVERSITY LIBRARIANS, FISCAL YEAR 1987[1]

POSITION	Number of Staff			Average Years of Experience		
	Total	Men	Women	Combined	Men	Women
1. Director	101	76	25	24.2	25.9	18.8
2. Associate Director	143	66	77	19.7	20.2	19.2
3. Assistant Director	223	109	114	18.0	18.3	17.7
4. Branch Head	560	203	357	16.3	17.1	15.8
5. Subject Specialist	737	357	380	15.0	15.6	14.4
6. Functional Specialist	450	204	246	11.3	12.2	10.5
7. Dept. Head: Acquisitions	103	34	69	15.6	14.4	16.2
8. Reference	125	46	79	16.3	16.4	16.3
9. Cataloging	113	31	82	16.7	17.2	16.5
10. Serials	63	17	46	16.3	15.8	16.5
11. Doc./Maps	113	45	68	16.9	15.4	17.8
12. Circulation	93	41	52	10.9	11.8	10.2
13. Spec. Coll'n.	104	65	39	18.2	19.1	16.6
14. Computer	46	31	15	14.5	15.3	12.7
15. Other	596	221	375	15.1	16.1	14.5
16. Reference	1,160	354	806	11.8	11.8	11.8
17. Cataloging	1,090	306	784	13.4	13.9	13.2
18. Other	63	12	51	12.8	12.9	12.8
ALL POSITIONS	6,564	2,426	4,138	14.1 yrs	15.0 yrs	13.6 yrs

1 - Excludes Chicago. See Tables 26 and 32 for statistics related to medical and law library salaries.

TABLE 16: NUMBER AND AVERAGE EXPERIENCE OF ARL MINORITY UNIVERSITY LIBRARIANS, FISCAL YEAR 1987[1]

POSITION	Number of Staff			Average Years of Experience		
	Total	Men	Women	Combined	Men	Women
1. Director	3	2	1	26.3	25.5	28.0
2. Associate Director	10	2	8	21.0	20.0	21.3
3. Assistant Director	8	4	4	17.1	18.3	16.0
4. Branch Head	43	14	29	18.2	19.0	17.8
5. Subject Specialist	86	42	44	15.3	16.0	14.8
6. Functional Specialist	33	12	21	12.2	12.5	12.0
7. Dept. Head: Reference	4	0	4	13.5		13.5
8. Cataloging	10	2	8	22.7	25.5	22.0
9. Acquisitions	4	0	4	18.3		18.3
10. Serials	4	1	3	17.5	17.0	17.7
11. Doc./Maps	3	1	2	13.0	24.0	7.5
12. Circulation	4	3	1	13.5	12.0	14.0
13. Spec. Coll'n.	2	1	1	15.0	8.0	22.0
14. Computer	1	0	1	14.0		14.0
15. Other	51	21	30	14.7	16.0	13.8
16. Reference	122	31	91	12.7	14.6	12.0
17. Catalog	157	41	116	14.9	15.1	14.8
18. Other	59	12	47	12.8	12.9	12.8
ALL POSITIONS	604	189	415	14.7 yrs	15.7 yrs	14.3 yrs

1 - Excludes Chicago and all Canadian libraries.

TABLE 17: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS BY YEARS OF EXPERIENCE, FISCAL YEAR 1987[1]

YEARS OF EXPERIENCE	Number of Staff				Average Salaries		
	Total	Men	Women	% of Total	Combined	Men	Women
1. 0 - 3 yrs. exp.	752	246	506	11.5	$20,913	$21,323	$20,758
2. 4 - 7 yrs. exp.	899	263	636	13.7	24,884	26,062	24,397
3. 8 - 11 yrs. exp.	1,074	401	673	16.4	28,859	30,276	28,015
4. 12 - 15 yrs. exp.	1,100	413	687	16.8	32,160	33,002	31,653
5. 16 - 19 yrs. exp.	1,119	386	733	17.0	34,473	35,826	34,173
6. 20 - 23 yrs. exp.	709	310	399	10.8	36,885	38,796	35,401
7. 24 - 27 yrs. exp.	387	182	205	5.9	37,033	40,526	33,932
8. 28 - 31 yrs. exp.	245	103	142	3.7	39,512	46,463	34,470
9. 32 - 35 yrs. exp.	154	74	80	2.3	40,021	45,646	34,819
10. Over 35 yrs. exp.	119	42	77	1.8	40,589	49,079	35,959
ALL POSITIONS	6,564	2,426	4,138	100.0	$31,184	$33,597	$29,775

1 - Excludes Chicago. See Tables 27 and 33 for statistics related to medical and law library salaries.
Canadian salaries converted to U.S. dollars.

TABLE 18: NUMBER AND AVERAGE SALARIES OF ARL MINORITY UNIVERSITY LIBRARIANS BY YEARS OF EXPERIENCE, FISCAL YEAR 1987[1]

YEARS OF EXPERIENCE	Number of Staff			% of Total	Average Salaries		
	Total	Men	Women		Combined	Men	Women
1. 0 - 3 yrs. exp.	64	16	48	10.6	$20,964	$22,466	$20,463
2. 4 - 7 yrs. exp.	66	17	49	10.9	24,911	26,182	24,471
3. 8 - 11 yrs. exp.	88	26	62	14.6	28,112	29,339	27,598
4. 12 - 15 yrs. exp.	93	23	70	15.4	32,046	33,070	31,710
5. 16 - 19 yrs. exp.	117	44	73	19.4	32,880	34,880	31,961
6. 20 - 23 yrs. exp.	86	29	57	14.2	35,506	38,036	34,219
7. 24 - 27 yrs. exp.	55	22	33	9.1	35,484	38,466	33,497
8. 28 - 31 yrs. exp.	25	10	15	4.1	37,558	41,017	35,252
9. 32 - 35 yrs. exp.	7	2	5	1.2	40,983	*	*
10. Over 35 yrs. exp.	3	0	3	0.5	*	*	*
ALL POSITIONS	604	189	415	100.0	$30,882	$33,366	$29,777

1 - Excludes Chicago and all Canadian libraries.
* - Salary information is not published when fewer than four individuals are involved.

TABLE 19: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS BY TYPE OF INSTITUTION, FISCAL YEAR 1987[1]

POSITION	ALL COMBINED (105)[2]		PUBLIC (63)		PRIVATE (29)	
	No.	Average Salary	No.	Average Salary	No.	Average Salary
1. Director	101	$72,701	60	$71,657	29	$82,542
2. Associate Director	143	50,306	78	51,128	45	53,313
3. Assistant Director	223	44,449	133	44,577	72	45,820
4. Branch Head	560	33,774	331	33,420	163	35,886
5. Subject Specialist	737	31,150	443	31,994	230	30,293
6. Functional Specialist	453	29,663	233	30,621	164	28,955
7. Dept. Head:Reference	125	34,179	68	34,748	42	33,766
8. Cataloging	113	34,756	59	35,140	45	34,278
9. Acquisition	103	33,764	56	35,065	34	32,299
10. Serials	63	33,356	36	34,479	21	33,083
11. Doc./Maps	113	34,784	68	32,443	28	31,412
12. Circulation	93	29,377	50	30,126	35	28,055
13. Spec. Coll'n.	104	36,539	62	37,600	32	36,282
14. Computer	47	41,681	26	42,378	16	41,421
15. Other	598	32,830	340	33,213	201	33,111
16 Reference:Over 15 yrs. exp.	404	30,758	278	31,328	72	30,352
17 10 - 15 yrs. exp.	229	27,656	140	28,214	61	27,340
18 5 - 10 yrs. exp.	264	24,808	158	25,392	72	24,343
19 Under 5 yrs. exp.	263	20,721	198	20,607	51	21,550
20 Catalog: Over 15 yrs. exp.	464	30,581	229	31,827	172	29,714
21 10 - 15 yrs. exp.	185	27,092	102	26,898	58	27,933
22 5 - 10 yrs. exp.	212	24,148	112	23,663	79	24,977
23 Under 5 yrs. exp.	226	20,715	116	20,233	98	21,513
24. Other:Over 15 yrs. exper.	262	31,310	160	32,368	53	29,702
25. 10 - 15 yrs. exper.	145	28,906	84	29,878	43	28,061
26. 5 - 10 yrs. exper.	158	24,408	91	24,558	49	24,784
27. Under 5 yrs. exper.	176	20,624	94	20,359	62	21,645
ALL POSITIONS	6,564	$31,184	3,805	$31,612	2,027	$31,379

1 - Excludes Chicago.
2 - Includes 12 Canadian libraries not included in public/private columns. For average Canadian salaries (expressed in U.S. dollars), refer to Table 21.
( ) Number of ARL libraries included

TABLE 20: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS BY SIZE OF PROFESSIONAL STAFF, FISCAL YEAR 1987

POSITION	Staff Over 124 (5)		Staff 75-124 (22)		Staff 50-74 (31)[1]		Staff 1-49 (47)	
	No.	Salary	No.	Salary	No.	Salary	No.	Salary
1. Director	5	$85,600	22	$81,745	30	$73,776	44	$65,980
2. Associate Director	10	60,316	39	54,780	46	49,028	48	45,812
3. Assistant Director	10	54,533	69	46,538	59	44,869	85	41,277
4. Branch Head	70	39,876	229	34,236	147	32,803	114	30,351
5. Subject Specialist	116	36,382	292	31,493	195	30,701	134	26,527
6. Functional Specialist	81	31,959	145	29,467	110	29,550	117	28,421
7. Dept. Head:Reference	11	40,475	29	34,830	37	34,607	48	32,014
8. Cataloging	17	35,414	22	37,250	29	35,519	45	32,796
9. Acquisition	9	41,373	21	35,113	29	33,835	44	31,518
10. Serials	4	37,647	16	34,887	16	32,267	27	32,457
11. Doc./Maps	9	39,804	26	30,461	30	33,859	48	29,699
12. Circulation	16	27,931	19	30,637	29	29,885	29	28,841
13. Spec. Coll'n.	10	36,104	25	39,572	30	37,282	39	34,136
14. Computer	6	53,750	12	46,256	13	38,512	16	36,297
15. Other	58	39,796	218	33,537	179	31,495	143	30,597
16. Reference:Over 15 yrs.exp.	42	36,156	109	29,192	126	31,945	127	29,138
17. 10 - 15 yrs.exp.	18	31,719	78	26,840	60	28,042	73	27,208
18. 5 - 10 yrs.exp.	23	30,045	83	24,550	66	24,957	92	23,625
19. Under 5 yrs.exp.	13	23,467	62	21,593	87	20,840	101	19,729
20. Catalog: Over 15 yrs.exp.	82	36,145	134	28,990	135	30,479	113	28,550
21. 10 - 15 yrs.exp.	22	31,258	54	27,062	51	26,958	58	25,656
22. 5 - 10 yrs.exp.	29	26,124	62	24,460	56	24,404	65	22,748
23. Under 5 yrs.exp.	30	22,369	77	21,688	51	19,904	68	19,492
24. Other:Over 15 yrs. exp.	59	36,729	70	29,225	77	30,386	56	29,476
25. 10 - 15 yrs. exp.	25	34,630	38	27,645	41	27,479	41	28,013
26. 5 - 10 yrs. exp.	17	30,240	42	24,471	57	23,955	42	22,600
27. Under 5 yrs. exp.	8	19,427	62	21,546	54	20,537	52	19,799
ALL POSITIONS	800	$35,515	2,055	$31,364	1,840	$31,034	1,869	$29,387

1 - Excludes Chicago.
( ) Number of ARL libraries included.

TABLE 21: AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS BY REGION, FISCAL YEAR 1987

POSITION	NORTHEAST		NORTH CENTRAL		SOUTH			WEST		CANADA
	New England (8)	Middle Atlantic (14)	East N.Central (14)1	West N.Central (7)	South Atlantic (17)	East S.Central (4)	West S.Central (8)	Mountain (7)	Pacific (13)	(13)
1. Director	$81,368	$83,568	$77,138	$69,926	$72,432	$70,444	$65,653	$66,391	$78,132	$54,137
2. Associate Director	52,156	55,808	51,815	*	48,198	43,814	46,368	49,444	61,139	40,339
3. Assistant Director	52,689	46,834	43,686	45,218	42,482	38,333	40,998	39,369	52,592	38,029
4. Branch Head	38,740	34,842	33,338	30,792	32,170	27,655	27,818	31,128	39,344	30,333
5. Subject Specialist	32,300	31,370	28,474	34,134	27,883	23,201	23,637	27,919	40,349	28,391
6. Functional Specialist	30,624	30,498	28,201	32,195	28,182	23,591	26,898	26,418	35,355	27,748
7. Dept. Head:Reference	34,034	34,511	32,587	33,506	34,412	33,540	33,535	30,475	39,945	32,758
8. Cataloging	33,961	34,584	32,320	33,212	35,158	32,210	34,173	33,316	39,499	34,620
9 Acquisition	37,282	31,745	34,718	31,318	33,870	*	29,376	31,572	40,492	31,994
10. Serials	32,262	34,874	33,947	31,994	35,311	*	29,933	31,083	40,609	27,566
11. Doc./Maps	35,572	31,621	30,293	28,003	30,175	24,843	26,944	30,694	41,051	29,759
12. Circulation	25,169	29,745	30,370	28,011	29,411	26,635	28,704	27,962	35,889	30,473
13. Spec. Coll'n.	38,686	39,561	37,233	35,915	34,231	36,747	32,949	31,902	43,019	30,791
14. Computer	44,089	39,386	45,157	*	37,145	*	*	*	53,515	38,883
15. Other Depts.	33,963	34,779	31,583	30,068	30,677	27,476	29,458	27,311	40,752	29,555
16. Reference:Over 15 yrs.exp.	31,052	32,245	28,157	28,978	28,971	27,766	27,713	29,034	36,752	28,364
17. 10 - 15 yrs.exp.	28,854	28,240	25,998	27,368	25,951	24,059	23,240	24,818	32,564	25,552
18. 5 - 10 yrs.exp.	25,496	25,384	24,476	22,258	23,243	22,380	20,843	24,619	29,897	23,078
19. Under 5 yrs.exp.	20,967	22,550	20,569	20,391	19,857	19,556	18,827	19,507	24,194	19,321
20. Catalog: Over 15 yrs.exp.	30,630	29,945	28,358	28,823	27,212	25,212	26,197	27,520	38,368	28,413
21. 10 - 15 yrs.exp.	28,922	29,738	25,556	25,094	25,782	23,920	23,533	26,122	32,392	25,929
22. 5 - 10 yrs.exp	24,815	25,792	24,364	21,967	22,727	23,140	20,871	22,689	29,411	23,621
23. Under 5 yrs.exp.	21,454	21,234	21,322	19,268	19,570	18,701	18,319	20,362	23,183	18,858
24. Other:Over 15 yrs. exp.	30,861	31,503	27,056	27,848	29,429	*	28,058	29,089	38,357	29,592
25. 10 - 15 yrs. exp.	28,926	28,237	27,699	28,838	26,102	*	25,533	25,619	34,821	26,390
26. 5 - 10 yrs. exp.	25,418	24,306	24,066	22,909	21,770	*	23,099	24,674	28,888	22,627
27. Under 5 yrs. exp.	22,935	20,606	20,703	18,611	20,560	21,366	18,051	19,717	23,801	18,702
ALL POSITIONS: AVER. SALARY	$31,700	$32,303	$30,542	$30,078	$29,292	$26,901	$27,609	$28,639	$37,839	$28,694
: NO. OF STAFF	689	1,001	933	384	925	192	367	377	964	732

1 - Excludes Chicago.
( ) Number of ARL libraries included.
* - Salary information is not published when fewer than 4 individuals are involved.

REGION	NO.	ARL UNIVERSITY LIBRARIES INCLUDED	STATES/PROVINCES INCLUDED
NORTHEAST			
1. New England	(8)	Boston; Brown; Conn.; Dartmouth; Harvard; MIT; Massachusetts; Yale	Conn., Mass., Me., N.H., R.I., Vt.
2. Middle Atlantic	(14)	Columbia; Cornell; NYU; Pa.; Pa. State; Pittsburgh; Princeton; Rochester; Rutgers; SUNY: Albany, Buffalo, Stony Brook; Syracuse; Temple	N.J., N.Y., Pa.
NORTH CENTRAL			
3. East North Central	(15)	Case Western; Chicago; Cincinnati; Ill.; Ind.; Kent State; Mich.; Mich. State; Notre Dame; Northwestern; Ohio State; Purdue; S. Ill.; Wayne State; Wis.	Ill., Ind., Mich., Ohio, Wis.
4. West North Central	(7)	Iowa; Iowa State; Kansas; Minnesota; Missouri; Nebraska; Washington U.	Iowa, Kan., Minn., Mo., Neb., N. Dak., S. Dak.
SOUTH			
5. South Atlantic	(17)	Delaware; Duke; Emory; Florida; Fla. State; Georgia; Georgia Tech.; Georgetown; Howard; Johns Hopkins; Md.; Miami; N.C.; N.C. State; S.C.; Va.; VPI	Del., D.C., Fla., Ga., Md., N.C., S.C., Va., W. Va.
6. East South Central	(4)	Alabama; Kentucky; Tennessee; Vanderbilt	Ala., Ky., Miss., Tenn.
7. West South Central	(8)	Houston; La. State; Oklahoma; Okla. State; Rice; Texas; Texas A&M; Tulane	Ark., La., Okla., Tex.
WEST			
8. Mountain	(7)	Arizona; Arizona State; Brigham Young; Colorado; Colorado State; New Mexico; Utah	Ariz., Colo., Idaho, Mont., Nev., N. Mex., Utah, Wyo.
9. Pacific	(13)	U. of Calif.: Berkeley, Davis, Irvine, Los Angeles Riverside, San Diego, Santa Barbara; Hawaii; Oregon; Southern Calif.; Stanford; Washington; Washington State	Alaska, Cal., Hawaii, Oregon, Wash.
CANADA	(13)	Alberta; British Columbia; Guelph; Laval; McGill; McMaster; Manitoba; Queen's; Saskatchewan; Toronto; Waterloo; Western Ontario; York	Alta., Br. Col., Man., N. Br., Newf., N.S., Ont., P.E.I., Que., Sask.

( ) Number of ARL libraries included.

TABLE 22: FILLED POSITIONS; AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES, AND AVERAGE YEARS OF PROFESSIONAL EXPERIENCE IN ARL UNIVERSITY MEDICAL LIBRARIES, FY 1987

INSTITUTION	FILLED POSITIONS	AVERAGE SALARY	MEDIAN SALARY	BEGINNING SALARY	AVERAGE YEARS EXPERIENCE
Alabama	2	$ *	$ *	$16,500	10.0
Alberta (D)	4	24,839	20,070	18,667	6.8
Arizona	15	27,811	29,733	18,000	12.4
Boston	5	27,065	26,550	18,500	14.6
British Columbia (D)	17	25,303	25,619	16,745	15.6
Calif., Davis	7	36,774	37,248	24,012	14.3
Calif., Irvine	9	40,797	39,456	24,012	15.7
Calif., Los Angeles	19	40,065	36,828	24,012	14.1
Calif., San Diego	8	41,367	42,264	24,012	17.6
Case Western Reserve	22	25,069	23,530	17,200	11.6
Columbia	15	33,776	33,000	22,000	12.1
Connecticut	12	28,495	29,022	19,700	10.1
Dartmouth	5	23,904	24,058	18,500	11.8
Duke	15	28,430	24,600	U/A	15.8
Emory	15	25,159	25,000	17,500	13.4
Florida	11	26,586	26,525	18,300	11.7
Georgetown	17	31,383	28,000	18,500	9.3
Harvard	24	26,316	24,746	18,800	10.2
Howard	7	32,418	34,878	20,613	15.1
Iowa	9	27,513	25,350	18,500	14.4
Johns Hopkins	17	29,088	28,307	22,215	8.5
Kansas	8	23,927	22,000	17,000	10.4
Kentucky	10	26,937	24,336	16,500	16.7
McGill (D)	7	20,532	20,709	16,386	13.7
McMaster (D)	8	24,393	21,985	15,642	9.9
Manitoba (D)	5	25,425	26,084	15,964	17.0
Miami	10	29,684	29,392	24,000	18.0
Michigan	8	28,864	26,463	19,500	15.5
Minnesota	11	30,848	28,718	19,896	16.1
Missouri	8	18,438	17,517	U/A	6.8
Nebraska	18	23,909	23,000	16,500	10.8
New Mexico	8	24,983	24,633	19,500	9.5
New York	11	34,495	33,662	22,000	18.9
North Carolina	23	28,433	29,300	18,000	8.9
Northwestern	11	23,827	22,360	18,000	7.8
Ohio State	9	24,615	22,260	19,080	7.0
Oklahoma	9	23,565	22,412	18,000	11.3
Pennsylvania	10	27,128	28,100	U/A	13.8
Pennsylvania State	5	24,528	23,568	U/A	10.0
Pittsburgh	14	23,603	22,816	16,500	14.6
Queen's (D)	4	25,197	26,270	17,189	19.0
Rochester	10	21,594	22,043	15,200	12.1
Saskatchewan (D)	2	*	*	18,289	5.0
South Carolina	5	24,808	23,191	19,500	9.4
Stanford	14	32,928	31,670	24,800	11.8
SUNY - Buffalo	12	29,199	26,587	18,000	10.8
Toronto (D)	9	25,952	26,063	16,140	16.6
Tulane	6	21,340	19,300	17,000	14.8
Utah	10	23,373	21,853	17,250	11.6
Vanderbilt	11	26,545	25,900	17,000	12.5
Virginia	13	27,242	26,000	18,000	8.5
Washington	16	27,481	27,612	18,000	14.6
Washington, St. Louis	15	26,275	25,000	18,336	14.0
Wayne State	5	29,184	30,097	21,000	17.0
Western Ontario (D)	5	25,676	26,448	16,407	18.8
Wisconsin	18	27,966	27,272	18,200	14.7
Yale	8	29,948	26,093	22,500	11.8

* - Salary information is not published for fewer than 4 individuals. Salaries of the directors are not included in either average or median salary statistic.
D - Canadian salaries expressed in U.S. dollars.
U/A - Unavailable.

TABLE 23: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY MEDICAL LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1987

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges are:

1- 23,000 and over
2- 22,000-22,999
3- 21,000-21,999
4- 20,000-20,999
5- 19,000-19,999
6- 18,000-18,999
7- 17,000-17,999
8- 16,000-16,999
9- below 16,000

GROUP	RANK	INSTITUTION	SALARY
1	1	Stanford	$24,800
	2	Calif., Davis	24,012
	2	Calif., Irvine	24,012
	2	Calif., Los Angeles	24,012
	2	Calif., San Diego	24,012
	6	Miami	24,000
2	7	Yale	22,500
	8	Johns Hopkins	22,215
	9	Columbia	22,000
	9	New York	22,000
3	11	Wayne State	21,000
4	12	Howard	20,613
5	13	Minnesota	19,896
	14	Connecticut	19,700
	15	Michigan	19,500
	15	New Mexico	19,500
	15	South Carolina	19,500
	18	Ohio State	19,080
6	19	Harvard	18,800
	20	Alberta	18,667
	21	Boston	18,500
	21	Dartmouth	18,500
	21	Georgetown	18,500
	21	Iowa	18,500
	25	Washington, St. Louis	18,336
	26	Florida	$18,300
	27	Saskatchewan	18,289
	28	Wisconsin	18,200
	29	Arizona	18,000
	29	North Carolina	18,000
	29	Northwestern	18,000
	29	Oklahoma	18,000
	29	SUNY - Buffalo	18,000
	29	Virginia	18,000
	29	Washington	18,000
7	36	Emory	17,500
	37	Utah	17,250
	38	Case Western Reserve	17,200
	39	Queen's	17,189
	40	Kansas	17,000
	40	Tulane	17,000
	40	Vanderbilt	17,000
8	43	British Columbia	16,745
	44	Alabama	16,500
	44	Nebraska	16,500
	44	Pittsburgh	16,500
	48	Western Ontario	16,407
	49	McGill	16,386
	50	Toronto	16,140
9	51	Manitoba	15,964
	52	McMaster	15,642
	53	Rochester	15,200

Canadian salaries expressed in U.S. dollars.
Note: Not all Medical Libraries reported Beginning Professional Salary.

TABLE 24: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY MEDICAL LIBRARIES
RANK ORDER TABLE, FISCAL YEAR 1987

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges are:

1- 34,000 and over
2- 31,000-33,999
3- 29,000-30,999
4- 27,000-28,999
5- 26,000-26,999
6- 25,000-25,999
7- 24,000-24,999
8- 23,000-23,999
9- 21,000-22,999
10- below 21,000

GROUP	RANK	INSTITUTION	SALARY
1	1	Calif., San Diego	$ 42,264
	2	Calif., Irvine	39,456
	3	Calif., Davis	37,248
	4	Calif., Los Angeles	36,828
	5	Howard	34,878
2	6	New York	33,662
	7	Columbia	33,000
	8	Stanford	31,670
3	9	Wayne State	30,097
	10	Arizona	29,733
	11	Miami	29,392
	12	North Carolina	29,300
	13	Connecticut	29,022
4	14	Minnesota	28,718
	15	Johns Hopkins	28,307
	16	Pennsylvania	28,100
	17	Georgetown	28,000
	18	Washington	27,612
	19	Wisconsin	27,272
5	20	Louisiana State	26,856
	21	SUNY - Buffalo	26,587
	22	Boston	26,550
	23	Florida	26,525
	24	Michigan	26,463
	25	Western Ontario	26,448
	26	Queen's	26,270
	27	Yale	26,093
	28	Manitoba	26,084
	29	Toronto	26,063
	30	Virginia	$26,000
6	31	Vanderbilt	25,900
	32	British Columbia	25,619
	33	Iowa	25,350
	34	Emory	25,000
	34	Washington, St. Louis	25,000
7	36	Harvard	24,746
	37	New Mexico	24,633
	38	Duke	24,600
	39	Kentucky	24,336
	40	Dartmouth	24,058
8	41	Alabama	23,906
	42	Pennsylvania State	23,568
	43	Case Western Reserve	23,530
	44	South Carolina	23,191
	45	Nebraska	23,000
9	46	Pittsburgh	22,816
	47	Oklahoma	22,412
	48	Northwestern	22,360
	49	Ohio State	22,260
	50	Rochester	22,043
	51	Kansas	22,000
	52	McMaster	21,985
	53	Utah	21,853
10	54	McGill	20,709
	55	Alberta	20,070
	56	Tulane	19,300
	57	Saskatchewan	17,747
	58	Missouri	17,517

The following university medical libraries have too few staff to permit reporting/ranking:
Alabama, Boston, North Carolina State, Queen's, and Saskatchewan.
Canadian salaries expressed in U.S. dollars.
Salaries of Directors are not included in the calculation of median salary statistics.

TABLE 25: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY MEDICAL LIBRARIANS, FISCAL YEAR 1987[1]

POSITION	Number of Staff			Average Salaries		
	Total	Men	Women	Combined	Men	Women
1. Director, Medical Library	60	24	36	$51,060	$54,533	$48,745
2. Associate Director	24	3	21	37,008	*	*
3. Assistant Director	20	5	15	34,541	37,388	33,592
4. Head, Medical Branch	18	3	15	31,894	*	*
5. Subject Specialist	11	2	9	25,372	*	*
6. Functional Specialist	46	21	25	27,267	30,561	24,500
7. Dept. Head:Reference	23	2	21	31,846	*	*
8. Cataloging	26	3	23	27,490	*	*
9. Acquisition	13	4	9	24,891	26,299	24,265
10. Serials	14	3	11	25,053	*	*
11. Circulation	10	1	9	28,008	*	*
12. Spec. Coll'n.	11	4	7	28,498	32,047	26,470
13. Computer	6	5	1	29,981	*	*
14. Other	58	11	47	33,380	37,273	32,468
15.Reference:Over 15 yrs. exp.	39	6	33	30,482	31,991	30,208
16. 10 - 15 yrs. exp.	34	4	30	27,524	27,508	27,526
17. 5 - 10 yrs. exp.	49	7	42	24,224	25,334	24,039
18. Under 5 yrs. exp.	53	5	48	21,180	21,429	21,154
19.Catalog: Over 15 yrs. exp.	11	5	6	33,084	34,107	32,231
20. 10 - 15 yrs. exp.	5	1	4	23,895	*	*
21. 5 - 10 yrs. exp.	8	2	6	23,214	*	*
22. Under 5 yrs. exp.	16	2	14	20,607	*	*
23. Other: Over 15 yrs. exp.	15	4	11	29,676	33,600	28,249
24. 10 - 15 yrs. exp.	10	2	8	29,061	*	*
25. 5 - 10 yrs. exp.	20	4	16	24,884	21,174	25,812
26. Under 5 yrs. exp.	14	1	13	19,400	*	*
ALL POSITIONS	614	134	480	$30,161	$34,893	$28,841

* - Salary information is not published when fewer than 4 individuals are involved.

TABLE 26: NUMBER AND AVERAGE EXPERIENCE OF ARL UNIVERSITY MEDICAL LIBRARIANS, FISCAL YEAR 1987

POSITION	Number of Staff			Average Years of Experience		
	Total	Men	Women	Combined	Men	Women
1. Director, Medical Library	60	24	36	21.6	23.3	21.6
2. Associate Director	24	3	21	18.3	12.0	19.2
3. Assistant Director	20	5	15	16.2	16.0	16.2
4. Branch Head	18	3	15	15.3	19.3	14.5
5. Subject Specialist	11	2	9	18.3	21.5	17.6
6. Functional Specialist	46	21	25	7.9	8.3	7.5
7. Dept. Head: Reference	23	2	21	12.4	13.5	12.3
8. Cataloging	26	3	23	13.4	19.0	12.7
9. Acquisitions	13	4	9	11.7	10.5	12.2
10. Serials	14	3	11	10.9	8.0	11.6
11. Circulation	10	1	9	12.9	11.0	13.1
12. Spec. Coll'n	11	4	7	15.1	17.0	13.7
13. Computer	6	5	1	5.6	6.0	4.0
14. Other	58	11	47	14.5	16.5	14.0
15. Reference	175	22	153	9.7	12.0	9.4
16. Cataloging	40	10	30	10.1	14.5	8.6
17. Other	59	11	48	10.2	12.4	9.7
ALL POSITIONS	614	134	480	12.6 yrs	14.5 yrs	12.0 yrs

TABLE 27: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY MEDICAL LIBRARIANS BY YEARS OF EXPERIENCE,[1]

FISCAL YEAR 1987

YEARS OF EXPERIENCE	Number of Staff				Average Salaries		
	Total	Men	Women	% of Total	Combined	Men	Women
1. 0 - 3 yrs. exp.	90	12	78	12.7	$21,267	$24,075	$20,835
2. 4 - 7 yrs. exp.	107	22	85	17.4	24,194	25,839	23,768
3. 8 - 11 yrs. exp.	121	28	93	19.7	28,128	28,876	27,897
4. 12 - 15 yrs. exp.	98	21	77	16.0	31,965	35,112	30,763
5. 16 - 19 yrs. exp.	77	11	66	12.5	33,750	39,211	32,840
6. 20 - 23 yrs. exp.	52	17	35	8.5	39,958	45,931	37,057
7. 24 - 27 yrs. exp.	30	7	23	4.9	41,519	51,759	38,403
8. 28 - 31 yrs. exp.	15	7	8	2.4	42,318	44,388	40,508
9. 32 - 35 yrs. exp.	15	7	8	2.4	44,327	47,336	41,693
10. Over 35 yrs. exp.	9	2	7	1.5	43,125	*	*
ALL POSITIONS	614	134	480		$30,322	$35,260	$28,936

1 - Excludes Chicago
* - Salary information is not published when fewer than four individuals are involved.
Canadian salaries converted to U.S. dollars

TABLE 28: FILLED POSITIONS; AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF PROFESSIONAL EXPERIENCE IN ARL UNIVERSITY LAW LIBRARIES, FY 1987

INSTITUTION	FILLED POSITIONS	AVERAGE SALARY	MEDIAN SALARY	BEGINNING SALARY	AVERAGE YEARS EXPERIENCE
Alabama	6	$23,911	$23,084	$19,000	7.3
Alberta (D)	5	29,684	29,801	18,667	15.2
Arizona	8	26,354	27,996	17,500	9.0
Arizona State	7	31,267	31,899	U/A	12.6
Boston	8	28,925	27,100	20,000	13.3
Brigham Young	8	26,500	24,100	20,500	7.1
British Columbia (D)	3	*	*	16,745	19.7
Calif., Berkeley	11	42,386	36,828	24,012	12.6
Calif., Davis	6	53,055	52,176	24,012	17.8
Calif., Los Angeles	8	37,605	34,452	24,012	11.6
Case Western Reserve	12	24,328	22,700	17,110	5.4
Colorado	4	26,667	24,050	U/A	12.5
Columbia	15	33,723	33,375	22,000	9.1
Connecticut	7	30,694	29,153	18,452	10.3
Cornell	7	26,563	27,880	U/A	11.4
Duke	8	29,042	27,560	U/A	7.5
Emory	7	26,225	24,375	17,500	8.7
Florida	8	28,264	28,500	18,300	12.4
Florida State	7	27,283	26,450	16,500	9.0
Georgetown	17	34,675	31,050	20,000	10.7
Georgia	6	31,417	31,800	17,200	22.0
Harvard	43	31,518	30,000	18,800	11.9
Houston	8	25,812	25,004	17,000	6.9
Howard	6	29,979	25,953	20,613	12.8
Illinois	6	27,786	24,770	19,000	12.3
Indiana	8	25,985	23,829	U/A	6.3
Iowa	9	26,122	24,700	18,500	9.6
Kansas	5	23,573	23,065	17,500	11.0
Kentucky	4	23,235	21,921	16,500	10.0
Louisiana State	11	26,086	24,600	18,000	11.1
McGill (D)	5	24,836	24,902	16,386	14.0
Manitoba (D)	3	*	*	15,964	9.0
Miami	11	26,864	25,975	22,000	11.8
Michigan	14	28,753	27,608	U/A	12.4
Missouri	7	18,927	18,225	U/A	10.1
Nebraska	4	24,498	24,093	17,500	6.5
New Mexico	13	21,168	20,150	U/A	6.9
New York	16	35,450	34,000	25,500	8.3
North Carolina	7	25,888	23,627	U/A	10.3
Northwestern	11	31,820	28,360	18,000	10.8
Notre Dame	6	28,000	28,000	U/A	6.3
Ohio State	8	29,846	27,840	U/A	15.6
Oklahoma	6	19,139	18,920	15,000	5.3
Oregon	5	24,053	21,524	18,500	10.0
Pennsylvania	12	28,357	26,925	U/A	8.1
Pittsburgh	5	26,786	25,620	20,000	7.6
Queen's (D)	5	23,127	23,520	17,189	18.0
Saskatchewan (D)	2	*	*	18,289	12.5
South Carolina	7	25,993	25,587	20,000	13.1
Southern Illinois	6	34,266	37,767	23,000	11.5
Stanford	7	37,288	34,577	24,800	18.9
SUNY - Buffalo	8	27,270	29,010	18,000	8.3
Syracuse	5	26,825	27,100	U/A	8.2
Texas	12	25,637	24,000	19,000	12.7
Toronto (D)	5	26,103	25,284	16,140	12.8
Tulane	8	25,051	24,804	18,000	9.1
Utah	5	26,458	25,971	20,000	11.2
Vanderbilt	7	28,075	25,300	17,000	13.4
Virginia	14	29,454	27,500	18,000	9.1
Washington	10	23,940	23,736	21,000	12.6
Washington, St. Louis	6	25,285	24,130	18,336	11.7
Wayne State	3	*	*	21,000	21.7
Western Ontario (D)	3	*	*	16,407	17.7
Wisconsin	9	26,764	26,982	18,200	10.9
Yale	13	31,838	30,533	22,500	16.8
York (D)	6	30,423	32,374	17,384	17.3

* - Salary information is not published for fewer than 4 individuals.
Salaries of directors are not included in either the average or median salary statistic.
D - Canadian salaries expressed in U.S. dollars.
U/A - Unavailable.

TABLE 29: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LAW LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1987

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges are:

1- 23,000 and over
2- 22,000-22,999
3- 21,000-21,999
4- 20,000-20,999
5- 19,000-19,999
6- 18,000-18,999
7- 17,000-17,999
8- 16,000-16,999
9- below 16,000

GROUP	RANK	INSTITUTION	SALARY
1	1	New York	$25,500
	2	Stanford	24,800
	3	Calif., Berkeley	24,012
	3	Calif., Davis	24,012
	3	Calif., Los Angeles	24,012
	6	Southern Illinois	23,000
2	7	Yale	22,500
	8	Columbia	22,000
	8	Miami	22,000
3	10	Wayne State	21,000
	10	Washington	21,000
4	12	Howard	20,613
	13	Brigham Young	20,500
	14	Boston	20,000
	14	Georgetown	20,000
	14	Pittsburgh	20,000
	14	South Carolina	20,000
	14	Utah	20,000
5	19	Alabama	19,000
	19	Illinois	19,000
	19	Texas	19,000
6	22	Harvard	18,800
	23	Alberta	18,667
	24	Iowa	18,500
	24	Oregon	18,500
	26	Connecticut	18,452
	27	Washington, St. Louis	$18,336
	28	Florida	18,300
	29	Saskatchewan	18,289
	30	Wisconsin	18,200
	31	Louisiana State	18,000
	31	Northwestern	18,000
	31	SUNY - Buffalo	18,000
	31	Tulane	18,000
	31	Virginia	18,000
7	36	Arizona	17,500
	36	Emory	17,500
	36	Kansas	17,500
	36	Nebraska	17,500
	40	York	17,384
	41	Georgia	17,200
	42	Queen's	17,189
	43	Case Western Reserve	17,110
	44	Houston	17,000
	44	Vanderbilt	17,000
8	46	British Columbia	16,745
	47	Florida State	16,500
	47	Kentucky	16,500
	49	Western Ontario	16,407
	50	McGill	16,386
	51	Toronto	16,140
9	52	Manitoba	15,964
	53	Oklahoma	15,000

Canadian salaries expressed in U.S. dollars.
Figure for Syracuse not avialable.
Note: Not all Law Libraries reported a Beginning Professional Salary.

TABLE 30: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY LAW LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1987

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges are:

1- 40,000 and over
2- 35,000-39,999
3- 30,000-34,999
4- 28,000-29,999
5- 26,000-27,999
6- 24,000-25,999
7- 23,000-23,999
8- 22,000-22,999
9- 21,000-21,999
10- below 21,000

GROUP	RANK	INSTITUTION	SALARY
1	1	Calif., Davis	$52,176
2	2	Southern Illinois	37,767
	3	Calif., Berkeley	36,828
3	4	Stanford	34,577
	5	Calif., Los Angeles	34,452
	6	New York	34,000
	7	Columbia	33,375
	8	York	32,374
	9	Arizona State	31,899
	10	Georgia	31,800
	11	Wayne State	31,075
	12	Georgetown	31,050
	13	Yale	30,533
	14	Harvard	30,000
4	15	Alberta	29,801
	16	Connecticut	29,153
	17	SUNY - Buffalo	29,010
	18	Florida	28,500
	19	Northwestern	28,360
	20	Notre Dame	28,000
5	21	Arizona	27,996
	22	Cornell	27,880
	23	Ohio State	27,840
	24	Michigan	27,608
	25	Duke	27,560
	26	Virginia	27,500
	27	Boston	27,100
	27	Syracuse	27,100
	29	Wisconsin	26,982
	30	Pennsylvania	26,925
	31	Saskatchewan	26,870
	32	Florida State	26,450
6	33	Miami	$25,975
	34	Utah	25,971
	35	Howard	25,953
	36	Western Ontario	25,633
	37	Pittsburgh	25,620
	38	British Columbia	25,611
	39	South Carolina	25,587
	40	Vanderbilt	25,300
	41	Toronto	25,284
	42	Houston	25,004
7	43	McGill	24,902
	44	Tulane	24,804
	45	Illinois	24,770
	46	Iowa	24,700
	47	Louisiana State	24,600
	48	Emory	24,375
	49	Washington, St. Louis	24,130
	50	Brigham Young	24,100
	51	Nebraska	24,093
	52	Colorado	24,050
	53	Texas	24,000
8	54	Indiana	23,829
	55	Washington	23,736
	56	North Carolina	23,627
	57	Manitoba	23,542
	58	Queen's	23,520
	59	Alabama	23,084
	60	Kansas	23,065
9	61	Case Western Reserve	22,700
	62	Kentucky	21,921
	63	Oregon	21,524
	64	New Mexico	20,150
	65	Oklahoma	18,920
	66	Missouri	18,225

The following university law libraries have too few staff to permit reporting/ranking: British Columbia, Colorado, Florida, Manitoba, Nebraska, Notre Dame, Queen's, Saskatchewan, Syracuse, Wayne State, and Western Ontario.

Salaries of directors are not included in the calculation of median salary statistics.

Canadian salaries expressed in U.S. dollars

TABLE 31: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LAW LIBRARIANS, FISCAL YEAR 1987

POSITION	Number of Staff			Average Salaries		
	Total	Men	Women	Combined	Men	Women
1. Director, Law Library	61	38	23	$61,934	$65,040	$56,710
2. Associate Director	19	6	13	40,479	35,850	42,616
3. Assistant Director	23	10	13	42,306	38,592	45,164
4. Head, Branch	1	0	1	*		*
5. Subject Specialist	23	8	15	28,584	25,148	30,417
6. Functional Specialist	18	8	10	31,227	31,635	30,930
7. Dept. Head:Reference	31	17	14	29,777	29,081	30,566
8. Cataloging	33	5	28	29,838	29,616	29,877
9. Acquisitions	28	4	24	26,647	31,960	25,761
10. Serials	5	2	3	27,644	*	*
11. Documents	13	1	12	24,655	*	*
12. Circulation	18	3	15	26,313	*	*
13. Spec. Coll'n.	2	1	1	*	*	*
14. Computer	4	3	1	24,370	*	*
15. Other	52	22	30	34,027	34,981	33,350
16.Reference:Over 15 yrs. exp.	19	9	10	30,346	31,737	29,094
17. 10 - 15 yrs. exp.	20	8	12	29,317	29,385	29,272
18. 5 - 10 yrs. exp.	24	11	13	26,547	27,624	25,636
19. Under 5 yrs. exp.	27	12	15	24,339	23,774	24,762
20.Catalog: Over 15 yrs. exp.	13	4	9	26,607	26,938	26,475
21. 10 - 15 yrs. exp.	14	2	12	26,120	*	*
22. 5 - 10 yrs. exp.	19	3	16	24,757	*	*
23. Under 5 yrs. exp.	21	6	15	20,773	18,887	21,401
24. Other: Over 15 yrs. exp.	10	2	8	26,867	*	*
25. 10 - 15 yrs. exp.	8	1	7	33,335	*	*
26. 5 - 10 yrs. exp.	7	1	6	25,169	*	*
27. Under 5 yrs. exp.	18	4	14	21,438	18,699	22,123
ALL POSITIONS	531	190	341	$32,818	$36,477	$30,572

* - Salary information is not published when fewer than 4 individuals are involved.
Canadian salaries converted to U.S. dollars.

TABLE 32: NUMBER AND AVERAGE EXPERIENCE OF ARL UNIVERSITY LAW LIBRARIANS, FISCAL YEAR 1987

POSITION	Number of Staff			Average Years of Experience		
	Total	Men	Women	Combined	Men	Women
1. Director, Law Library	61	38	23	18.1	18.5	17.4
2. Associate Director	19	6	13	6.9	4.8	7.8
3. Assistant Director	23	10	13	15.0	11.1	18.0
4. Subject Specialist	23	8	15	10.6	9.9	10.2
5. Functional Specialist	18	8	10	7.3	8.7	6.4
6. Dept. Head: Reference	31	17	14	8.9	7.4	10.7
7. Cataloging	33	5	28	7.1	4.5	7.4
8. Acquisitions	28	4	24	9.9	13.3	9.3
9. Serials	5	2	3	7.4	9.0	6.3
10. Documents	13	1	12	8.9	3.0	9.4
11. Circulation	18	3	15	9.1	7.0	9.5
12. Spec. Coll'n.	2	1	1	5.5	6.0	5.0
13. Computer	4	3	1	5.0	3.7	9.0
14. Other	52	22	30	11.9	12.7	11.2
15. Reference	90	40	50	9.7	10.3	9.2
16. Catalog	67	14	53	8.9	9.3	8.8
17. Other	44	8	36	7.6	7.3	7.6
ALL POSITIONS	531	190	341	11.1	11.5	10.8

TABLE 33: NUMBER AND AVERAGE SALARIES OF ARL LAW UNIVERSITY LIBRARIANS BY YEARS OF EXPERIENCE

FISCAL YEAR 1987

YEARS OF EXPERIENCE	Number of Staff				Average Salaries		
	Total	Men	Women	% of Total	Combined	Men	Women
1. 0 - 3 yrs. exp.	84	35	49	15.8	$23,364	$23,158	$23,511
2. 4 - 7 yrs. exp.	111	38	73	20.9	26,497	28,445	25,482
3. 8 - 11 yrs. exp.	105	34	71	19.8	32,668	33,920	32,068
4. 12 - 15 yrs. exp.	103	32	71	19.4	37,189	46,257	33,101
5. 16 - 19 yrs. exp.	69	20	49	13.0	37,955	44,701	35,202
6. 20 - 23 yrs. exp.	26	13	13	4.9	41,103	46,068	36,138
7. 24 - 27 yrs. exp.	13	7	6	2.4	43,656	51,687	34,285
8. 28 - 31 yrs. exp.	6	1	5	1.1	53,003	*	*
9. 32 - 35 yrs. exp.	9	3	6	1.7	52,944	*	*
10. Over 35 yrs. exp.	5	2	3	0.9	50,173	*	*
ALL POSITIONS	531	190	341	100.0	$32,890	$36,705	$30,765

* - Salary information is not published when fewer than four individuals are involved.
Canadian salaries expressed in U.S. dollars.

ARL SALARY SURVEY 1986
University Library Questionnaire

General Instructions for Completing the Questionnaire

1. This survey is concerned with professional positions only. Since the criteria for determining professional status vary among libraries, there is no attempt to define the term "professional." Each library should report the salaries of those staff members it considers professionals, irrespective of faculty status or membership in a collective bargaining unit, including, when appropriate, staff who are not librarians in the strict sense of the term, such as computer experts, systems analysts, budget officers, etc.

2. Salaries should be reported for both full-time and part-time professional positions. However, salaries for part-time positions should be converted to their full-time equivalents before reporting; do not report the actual part-time salary paid.

3. Salaries should normally be reported on a 12-month basis. If an appointment is for 9 or 10 months at the option of the employee, the actual salary paid should be increased to its 12-month equivalent. However, if appointments of less than 12 months are the norm required by the employer, report the actual salary paid.

4. The salaries for all professional positions should be included, regardless of whether the salaries come from regular library budget funds or from special funds such as research grants.

5. The salary figures should be straight gross salary figures. Do not include fringe benefits.

6. Explanatory footnotes to the reported figures may be provided when necessary. Footnotes will be included in the published survey.

7. The questionnaire should be returned to the ARL Office by August 31, 1986.

Instructions for Completing Part I: Summary Data

1. Part I of this survey deals with updated information for filled and temporarily vacant professional positions for the fiscal year 1985-86, as well as the current fiscal year, 1986-87.

2. Please include the Beginning Professional Salary and the Median Salary for Law and Medical libraries if included in the survey; if not included, enter "N/A" in the appropriate blank. The 1984-85 figures were included in the published Survey.

3. Question 1. The Beginning Professional Salary is the salary that would be paid to a professional without experience, not necessarily the lowest professional salary paid. In reporting the beginning salary, please use a figure which is actually used or likely to be used for entry-level librarians hired by your library.

Please consult the published survey for 1985. Was the reported figure for Beginning Professional Salary accurate for the fiscal year 1985-86, or did a later adjustment in salaries increase it? If you have a revision to report, please supply the updated figure.

4. Question 2. The Median Salary is the salary that has an equal number of salaries above and below it. For libraries with an even number of positions, the median salary is the average of the two salaries that have an equal number of salaries above and below them.

   Your library's Median Professional Salary for 1985-86 was calculated by ARL from the individual salaries you supplied on last year's questionnaire. If the 1985-86 salaries in your institution were substantially revised after that time (i.e., the median figure published last year by ARL does not adequately reflect the actual 1985-86 median salary in your library) please supply an updated figure.

5. Be sure to fill in the name of the reporting library and the name of the person who prepares the report.

Instructions for Completing Part II: Individual Data

1. Part II of this survey requests salary information on all filled or temporarily vacant positions for fiscal year 1986-87. In addition, information on sex, minority status, rank, and years of experience is requested for filled positions. The form requests information for individuals; aggregate data for each institution will be generated by computer. Please photocopy additional sheets if you cannot list all professional positions in the space provided.

2. List information for individuals in separate Law or Medical libraries on sheets devoted only to each of those two branches. (This will permit ARL to analyze whether there are separate salary patterns for those two specialties.) Check the appropriate box at the top of the form to indicate when a sheet is being used only for Law or Medical library staff.

3. The column to the left of the perforation labeled "Staff Member i.d." has been provided so the form can also serve as a work sheet. After the forms have been completed, the left-hand column should be removed along the perforation to ensure anonymity of the data. Except for segregating Law and Medical library staff, the order in which staff members are entered on the form is immaterial; enter them in the order most convenient for you.

4. After entering the identification of the individual, enter his/her salary as of July 1, 1986. If the library normally increases salaries at a date later than July 1, and the salary as of that later date is known or can be estimated (within $100 or so) by the time the questionnaire is due to be returned, use the higher salary figure and footnote the effective date and/or whether the reported figures are known or estimated. Please do not hold up the reporting process for later salary adjustments.

5. Salaries should be reported for all filled positions and all positions that are temporarily vacant. If an exact salary figure for a vacant position is established, that figure should be reported. If you do not have an exact salary for a vacancy, estimate the salary level at which the position is most likely to be filled.

6. Position Code. The position categories used in this survey are intended to correspond roughly with the activities carried on in libraries, not with any particular pattern of staff organization or nomenclature. Please use these categories in the manner you feel best applies to your library. Indicate a position title by means of one of the following codes:

DIRLIB	Director of Libraries (or equivalent title)
ASCDIR	Associate Director
ASTDIR	Assistant Director
HDMED	Head, Medical Library
HDLAW	Head, Law Library
HDBR	Head, Other Branch Library
FSPEC	Functional Specialist
SSPEC	Subject Specialist
HDACQ	Head, Acquisitions Department
HDREF	Head, Reference Department
HDCAT	Head, Catalog Department
HDSER	Head, Serials Department
HDDOC	Head, Documents Department
HDMAP	Head, Map Room/Department
HDCIRC	Head, Circulation
HDRBM	Head, Rare Book/Manuscripts Department
HDCOMP	Head, Library and Computer Systems
HDOTR	Head, Other Department/Service/Agency
CAT	Catalogers, both general and specialized
REF	Reference librarians, both general and specialized
PUBS	Public Services, non-supervisory, except reference librarians
TECH	Technical Services, non-supervisory, except catalogers
ADMN	Administrative and other units, non-supervisory position

If any individual has responsibilities described by more than one of the above categories, choose the category which is most typical of his/her general duties.

Specialists. These are of two kinds: Subject Specialists, who primarily build collections (but may also offer specialized reference and bibliographic services); and Functional Specialists, who are media specialists or who are experts in management fields such as personnel, fiscal matters, systems, etc. Specialists may not be, strictly speaking, professional librarians (i.e., have the MLS).

Department Heads. Department Heads not specifically included in the above list should be included under the category "Head, Other Department/Service/Agency." Head, Catalog Department should be used either for the department that does original cataloging only, or for a department that handles all cataloging. A Department Head who is responsible for cataloging from LC Copy, OCLC, etc., but not for original cataloging should be included in the category "Head, Other Department/Service/Agency." List the head of library automation and computer systems, applications, programming, etc. as HDCOMP unless that person is also an Associate or Assistant Director, in which case use the appropriate administrative code. If there is an intermediate level of management between an Associate or Assistant Director and the professionals who actually carry out the analysis, programming, etc., use HDCOMP to define that intermediate level. Professionals who carry out the analysis, programming, etc. should be listed as functional specialists (FSPEC).

Head, Acquisitions Department. Use HDACQ for all of the following positions: a) head of a department which is responsible for the selection of material (or management of selection activities carried out on a basis encompassing more than a single organizational unit), but not responsible for the placement of orders, payment of invoices, etc; b) head of a department responsible for the placement of orders, maintaining on-order files, payment of invoices, etc., but not responsible for selection decisions; c) head of a department responsible for both the selection decisions (or coordination of selection activities) and for acquiring the material. Libraries which split these two functions between two departments should report more than one professional with the position HDACQ.

Assistant Department Heads. Assistant Department Heads who are responsible for major units and spend the bulk of their time in supervision and revision of the work of others should also be listed as "Head, Other Department/Service/Agency." However, Assistant Head positions responsible for small units or for supervision only in the absence of the head should be reported as non-supervisory or specialist positions as appropriate.

7. Sex. Indicate either M or F, for male and female, respectively.

8. Minority status code. U.S. university libraries, only, should indicate minority status by means of one of the following code numbers. (Leave blank if a Canadian library or if not applicable):

    1 Black
    2 Hispanic
    3 Asian or Pacific Islander
    4 American Indian or Native Alaskan
    5 Caucasian

9. Total years of professional experience. Define "professional experience" as indicated in the general instructions; for most professional staff members this will mean counting the years since the MLS degree was awarded. When counting, do not subtract interim periods when an individual was not engaged in professional library employment if these periods are short in relation to the overall professional career. Count an academic year contract period as a full year. Be sure to include professional experience in previous positions and in other institutions.

10. Rank. Responses concerning rank should be limited to professional librarians and other professionals reported in the survey who occupy the same ranks as librarians. Leave the rank column blank for professionals who do not occupy these ranks or if the column is not applicable. For example, if the Library Business Officer holds a rank typically used for university administrators but not for librarians, do not supply a rank code for that individual or describe his/her rank in answering other questions, even if you have included salary and other data for the Business Officer.

    If multiple ranking structures are used for librarians and these structures are substantially different and not equivalent, enter individual rank information only for that group which represents the largest fraction of "rank-and-file" librarians.

Complete the last column, labeled "Rank Code", using the following codes:

0 A rank normally occupied solely by the library director and/or assistant and associate directors.
9 Rank unknown; or, there is confusion or controversy regarding how to code this individual's rank.
1 Lowest level in the rank structure.
2 Next highest level in the rank structure.
3-8 Successively higher levels in the rank structure. Highest number in this range should be equivalent to the highest rank in the library's structure (unless the highest rank is occupied solely by the director and/or assistant and associate directors).

Include ranks that may be unoccupied at the present time due to circumstances such as unusually high turnover, hiring freezes, etc.

11. Year of Birth. For each individual, indicate the year of birth by the last two digits of the birth year; e.g., if born in 1937, enter 37 in this column.

Instructions for Optional Categories
(Record data in shaded area of Part II: Individual Data)

1. Please complete as much of this section as possible, but do not hold up the reporting process if some of the data requested is not available.

2. Position Code addenda. Use this line to provide additional information only for the following position categories:

   a. Functional Specialists. Indicate any staff who are primarily responsible for the following activities using the codes listed below:

Acquisitions	ACQ	Serials	SER
Personnel	PER	Audiovisual/Media	AVM
Preservation	PRS	Interlibrary Loan	ILL
Staff Training	TRN	Archivist	ARC
Automated Systems	SYS		

   b. Reference Librarians, Catalogers, Subject Specialists, Public Services, and Branch staff. Use the codes listed below to indicate only staff in these position categories who specialize in one of the following subject areas (either a sub-field, or the entire area). Do not include staff in these position codes who have broader, other, or mixed subject responsibilities (i.e. more than one sub-field specialty); do include subject specialists who also have some (i.e., less than 50%) general assignments.

Science & Technology	SCI
Social & Behavioral Science	SBS
Humanities & Fine Arts	HFA
Undergraduate Library	UGL

3. Formal Education. Use the following codes to indicate the highest degree earned in:

a. Librarianship.

None	0
Bachelor (4 year)	1
Bachelor (5 year)	2
Master (5th year)	3
Master (6th year)	4
CAGS (6th year certificate)	5
Doctorate (Other than Ph.D.)	6
Ph. D.	7

b. Fields excluding librarianship, including basic undergraduate education.

None	0
Bachelor	1
Master	2
Second Master (i.e. 2 subject fields)	3
CAGS (6th year certificate)	4
Doctorate (Other than Ph.D.)	5
Ph. D.	6

4. Professional experience details. Use this line to report the number of years of professional experience which individual librarians have: (a) in the reporting library; (b) in their current position; and (c) in their present rank (if the library employs a rank structure). Note: No figure reported for 3 a, b, or c should exceed the number reported as Total Years of Professional Experience on the main part of the Individual Data form.

0208O

Association of Research Libraries
1527 New Hampshire Avenue, N.W., Washington, D.C. 20036 (202) 232-2466

ARL SALARY SURVEY 1986
University Library Questionnaire

Part I: Summary Data

Reporting library _____

Report prepared by (Name) _____

Phone number _____ Date returned to ARL _____

		Main	Law	Medical
1.	Beginning Professional Salary			
	a. Beginning professional salary for 1985-86 as reported in last year's ARL Annual Salary Survey.			
	b. If salary reported last year has been revised, please report correct 1985-86 beginning professional salary.			
	c. Beginning professional salary for 1986-87.			
2.	Median Professional Salary			
	a. Median professional salary for 1985-86 as reported in last year's ARL Annual Salary Survey. (Law and medical salaries included in special report to ARL Directors)			
	b. If salaries reported last year have been substantially revised, please report correct 1985-86 median professional salary.			

(Note: ARL will calculate the 1986-87 median professional salary for your library from the data you supply in Part II of this questionnaire.)

(over)

3. Footnotes (Please compare with footnotes from surveys of previous years.)

a. Figures include salaries for main campus only.

☐ Yes ☐ No ☐ We have only one campus.

b. Other libraries not included:

_____

_____

_____

_____

c. Indicate the number of levels in your institution's rank structure for professional librarians.

_____ 1 level (i.e., no differentiated levels)
_____ 2 levels
_____ 3 levels
_____ 4 levels
_____ 5 levels
_____ more than 5 levels (please specify the number of levels:_____)

In determining the number of levels within the professional librarian rank structure, do not count a rank normally occupied only by the library director and/or other top level staff such as associate and assistant directors.

d. Other comments:

_____

_____

_____

_____

Please return the Salary Survey questionnaire to the
ARL Office by August 31, 1986.

University Library Questionnaire

Part II: Individual Data

☐ Check here if this sheet is for Law Library only

☐ Check here if this sheet is for Medical Library only

Reporting Library _____

Sheet Number _____

OPTIONAL DATA CATEGORIES

Staff Member i.d. *(Detach before mailing)*	Seq. No.	Salary July 1, 1986*	Position Code*	leave blank	Sex (M or F)	Min. Status Code*	Total Years Prof. Exp.*	Rank Code*	Year of Birth*	Position Code Addenda*	leave blank	Highest Earned Degrees*		Years Professional Experience*		
												Library Science	Other Fields	At Reporting Library	In Present Job	In Present Rank
	1															
	2															
	3															
	4															
	5															
	6															
	7															
	8															
	9															
	10															
	11															
	12															
	13															
	14															
	15															
	16															

* *(See instructions)*

ARL SALARY SURVEY 1986
Nonuniversity Library Questionnaire

Instructions for Completing the Questionnaire

1. This survey is concerned with the salaries of professional positions only. Since the criteria for determining professional status vary among libraries, there is no attempt to define the term "professional." Each library should report the salaries of those staff members it considers professionals, irrespective of membership in a collective bargaining unit, including, when appropriate, staff who are not librarians in the strict sense of the term, such as systems analysts, budget officers, etc.

2. Salaries should be reported for all filled and temporarily vacant positions. Vacant positions should be reported at the known salary level, or at the salary level at which the position is most likely to be filled.

3. Report 1986-87 salaries as they exist on July 1, 1986. If the library normally increases salaries at a date after July 1, and the salary as of that later date is known or can be estimated (within $100 or so) by the time the questionnaire is due to be returned, please use the higher salary and footnote the effective date and/or whether the reported figures are known or estimated. Please do not hold up the reporting process for later salary adjustments.

4. The median salary is the salary that has an equal number of salaries above it and below it. In those libraries with an even number of positions, the median salary is the average of the two salaries that have an equal number of salaries above and below them.

5. The "beginning professional salary" is the salary that would be paid to a professional without experience, not necessarily the lowest professional salary paid. In reporting the beginning salary, please use a figure which is actually used or likely to be used for entry-level librarians hired by your library.

6. Salaries should be reported for both full-time and part-time professional positions. However, salaries for part-time positions should be converted to their full-time equivalents before reporting; do not report the actual part-time salary paid.

7. Salaries should normally be reported on a 12-month basis. If an appointment is for 9 or 10 months at the option of the employee, the actual salary paid should be increased to its 12-month equivalent. However, if appointments of less than 12 months are normally required by the employer, report the actual salary paid.

8. The salaries for all professional positions should be included, regardless of whether the salaries come from regular library budget funds or from special funds such as research grants.

9. The salary figures should be straight gross salary figures. Do not include fringe benefits.

10. Explanatory footnotes to the reported figures may be provided when necessary. Footnotes will be included in the published survey.

11. Be sure to fill in the name of the reporting library and the name of the person who prepares the report.

12. The questionnaire should be returned to the ARL Office by August 31, 1986.

Association of Research Libraries
527 New Hampshire Avenue, N.W., Washington, D.C. 20036 (202) 232-2466

ARL SALARY SURVEY 1986
Nonuniversity Library Questionnaire

Reporting library _____

Report prepared by (Name) _____

Phone number _____ Date returned to ARL _____

1. Complete the table on the back of this sheet by indicating the number of filled or temporarily vacant professional positions in each salary range for fiscal years 1985-86 and 1986-87.

2. Median professional salary in fiscal year 1985-86. _____

3. Median professional salary for fiscal year 1986-87. _____

4. Beginning professional salary in 1985-86. _____

5. Beginning professional salary for 1986-87. _____

6. Footnotes (Please compare with footnotes from surveys of previous years.)

   a. Law Library salaries are included.

   ☐ Yes ☐ No ☐ We do not have Law Library.

   b. Medical Library salaries are included.

   ☐ Yes ☐ No ☐ We do not have a Medical Library.

   c. Branch libraries not included:

   _____

   _____

   _____

7. Other comments:

_____

_____

_____

Please return this form to the
ARL Office by August 31, 1986

(over)

Indicate the number of filled or temporarily vacant professional positions in each salary range for fiscal years 1985-86 and 1986-87.

Salary Range	Number of Positions	
	1985-86	1986-87
95,000 or more		
90,000 - - - 94,999		
85,000 - - - 89,999		
80,000 - - - 84,999		
75,000 - - - 79,999		
70,000 - - - 74,999		
65,000 - - - 69,999		
60,000 - - - 64,999		
55,000 - - - 59,999		
50,000 - - - 54,999		
48,000 - - - 49,999		
46,000 - - - 47,999		
44,000 - - - 45,999		
42,000 - - - 43,999		
40,000 - - - 41,999		
38,000 - - - 39,999		
36,000 - - - 37,999		
34,000 - - - 35,999		
32,000 - - - 33,999		
30,000 - - - 31,999		
29,000 - - - 29,999		
28,000 - - - 28,999		
27,000 - - - 27,999		
26,000 - - - 26,999		
25,000 - - - 25,999		
24,000 - - - 24,999		
23,000 - - - 23,999		
22,000 - - - 22,999		
21,000 - - - 21,999		
20,000 - - - 20,999		
19,000 - - - 19,999		
18,000 - - - 18,999		
17,000 - - - 17,999		
16,000 - - - 16,999		
15,000 - - - 15,999		
14,000 - - - 14,999		
13,999 or less		
Total Number of Positions		

Please return this form to the
ARL Office by August 31, 1986

Footnotes to the 1986 ARL Annual Salary Survey

Institution	Notes
ALBERTA	Excludes Boreal Institute and the Faculty of Extension libraries.
ARIZONA STATE	Salaries exclude increases due January 1987.
BOSTON UNIVERSITY	Includes Theology Library.
BRIGHAM YOUNG	Includes professionals other than librarians who were previously excluded. Salaries effective September 1, 1986.
BROWN	Includes John Carter Brown Library.
CALIFORNIA, BERKELEY	Excludes special or institute libraries which are not administratively part of the General Library, such as the Giannini Foundation of Agricultural Economics Research, Governmental Studies, Industrial Relations, International Studies, Transportation Engineering, Lawrence Hall, Donner Laboratory, Earthquake Engineering, and Chicano Studies; and Water Resources Archives.
CALIFORNIA, DAVIS	Excludes salary of Law Library Director.
CHICAGO	No individual data reported; only selected agregate data for the current and prior year.
CINCINNATI	Includes Walters and Clermont Technical College branch libraries.
COLORADO STATE	Instructor rank discontinued.
CORNELL	Excludes Medical College Library staff in New York City.
DELAWARE	Excludes Director's salary and salaries of staff from libraries that do not report administratively to the Director of Libraries.
DUKE	Excludes Business library.
EMORY	Salaries effective September 1, 1985. Includes Theology, Library and Information Management, and Oxford College libraries.

FLORIDA	Excludes lab school library and Florida Center for Library Automation. Salaries effective August 1986.
FLORIDA STATE	Excludes Development Research School. Salaries effective August 1986.
HARVARD	Excludes Biblioteca Berenson in Florence, Italy, and Dumbarton Oaks libraries.
HAWAII	Excludes departmental collections not under the jurisdiction of the University Library: Hawaii Institute of Geophysics, Industrial Relations Center, and the Public Health Reading Room. Excludes federally funded temporary positions.
HOUSTON	Excludes Clear Lake, Downtown, and Victoria Campuses. Salaries effective September 1, 1985.
INDIANA	Excludes regional campus libraries: Indianapolis, IU East, Fort Wayne, Kokomo, South Bend, IU Northwest, and IU Southeast.
JOHNS HOPKINS	Excludes Advanced International Studies, Applied Physics, and Bologna libraries.
KENTUCKY	Excludes Community Colleges.
LINDA HALL	Salaries reported for 1986. Salaries change in January 1987. Excludes salary of Director.
LOUISIANA STATE	Excludes Alexandria, Eunice, Shreveport branch campus libraries; and the libraries of the LSU Medical Centers in Shreveport and New Orleans, and the University of New Orleans library. Excludes salaries of heads of law and veterinary medical libraries.
MICHIGAN	Excludes Business, Bentley Historical, Law, and William Clements libraries; and several small libraries not part of the main library system.
MICHIGAN STATE	Salaries effective October 1986.
MISSOURI	Salaries effective September 1, 1986.
NATIONAL LIB. OF CANADA	Salaries effective August 1986.
NATIONAL LIB. OF MEDICINE	Excludes R & D, Computer staff, etc.

NEW MEXICO	Includes non-faculty professionals in the Law Library for the first time.
NEW YORK PUBLIC LIBRARY	Excludes staff in public library branches.
NORTH CAROLINA	Excludes Institute of Government.
NORTHWESTERN	Excludes cost recovery positions.
OKLAHOMA STATE	Excludes OSU School of Technical Training and OSU Technical Institute.
OREGON	In practice, Ranks 1 and 2 are seldom used.
PITTSBURGH	Excludes Bradford, Greenburg, Johnstown, and Titusville campuses.
PRINCETON	Includes Forrestal campus.
PURDUE	Excludes North Central, Calumet, and Fort Wayne campuses.
QUEEN'S	Excludes Industrial Relations Centre.
ROCHESTER	Excludes Ensemble and Recording Services libraries. Includes Sibley Music Library.
RUTGERS	Excludes libraries with separate budgets: Institute for Management and Labor Relations, Camden and Newark Law libraries, and the Urban Studies and Alcohol Studies libraries.
SOUTHERN CALIFORNIA	Excludes Hancock Library of Biology and Oceanography, Law, and Safety and Systems Management libraries.
SOUTHERN ILLINOIS	Excludes Center for Dewey Studies, Papers of U.S. Grant, Instructional Development, Learning Resources Service, and the School of Medicine (Springfield) libraries.
STANFORD	Excludes salary of Head of the Law Library.
SUNY - BUFFALO	Salaries exclude heads of Law and Music libraries.
SUNY - STONY BROOK	Excludes Health Sciences.
	Salaries effective September 1, 1986.
SYRACUSE	Excludes Utica College library.
TEMPLE	Excludes Law and Medical libraries.
	Most salaries are for a 44-week year.

TENNESSEE	Excludes Law Library.
TEXAS	Excludes Humanities Research Center.
	Salaries effective September 1, 1986.
TEXAS A & M	Most salaries are for 10.5 month contract.
TORONTO	Excludes federated and affiliated institutions.
	Beginning professional salary still being negotiated.
TULANE	Excludes Delta Regional Primate Center.
WASHINGTON	Salaries effective September 1, 1986. Law Library salaries included for the first time.
WASHINGTON STATE	Salaries effective September 1, 1986.
WESTERN ONTARIO	Salaries effective in November 1986.
YALE	Excludes British Art Center.

Association of Research Libraries
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